

CRC

CARPENTER

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



SEPT / OCT 2019

Al Bond, Jr.

Executive Secretary-Treasurer



Al Bond



At long last, I'm thrilled to say the Carpenters Wellness Center at 1403 Hampton Avenue is finally open in St. Louis. Our Trustees joined us for a ribbon cutting ceremony in late August, and the center officially opened its doors for patient visits on September 11th. If you haven't yet had the opportunity to make an appointment or visit the facility, I encourage you to do so. Our partners at Cerner have hired a fantastic care team who are as committed to the health of our members and their families as we are.

The Carpenters Wellness Center—in both St. Louis and, coming soon, Kansas City—will provide a one-stop shop for medical care for our members and their dependents covered by our health plan. Families will be able to meet a primary care physician, optometrist, physical therapist or pick up a prescription all under one roof. Additionally, we'll offer wellness and behavioral health counseling.

By treating the whole patient, we hope to improve the overall health of our members to help them remain the most highly trained, productive workers in construction. At the same time, we hope to address two of the most important issues on the job site today: opioid addiction and suicide.

September is National Suicide Prevention Month and Opioid Awareness Month. The construction industry has the highest rate of suicide among all occupations. Construction ranks among the highest for workplace injury, and opioids are commonly over-prescribed. Because opioids can lead to addiction or overdose, it's important to understand risks and alternatives.

It's important to remember there are resources available. They're available now at our new Wellness Center, through your Carpenter benefits and through federal programs like the National Suicide Prevention Lifeline (800-273-8255) and the National Helpline for drug treatment and referral (800-662-4357).

We're focusing on health—physical and mental. I hope you and your family will take advantage of the wide variety of new resources available to you.



STLKCCRC

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Communications
Department*

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In The NEWS



Stately Honor

The State of Illinois has honored a former carpenter who spent more than 30 years building highways and bridges. Richard Clayton graduated from Pocahontas High School, where he was a star basketball player. After serving in the Marine Corps, Clayton went into construction, and in his retirement years started a successful tree and plant nursery in his hometown. The state has named the Route 160 bridge between Highland and Grantfork in eastern Madison County in his honor.



Carpenters Speak Up

Across the country, carpenters have been sounding off on a Trump administration proposal to weaken union apprenticeship programs. Known as IRAP (Industry Recognized Apprenticeship Program), the change would allow non-union contractors to do their own substandard training, while claiming to have a “certified” apprenticeship. The UBC (and other unions) have been using social media to flood the Department of Labor with protests over the ill-advised change to professional construction training. The DOL is moving forward, setting up a contentious court battle.

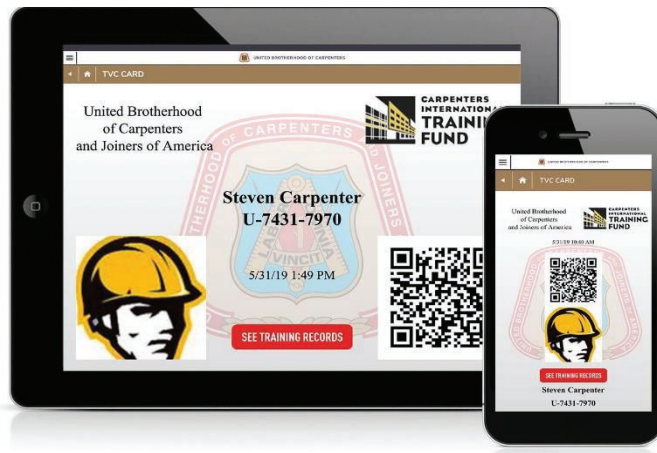
First Look

The board of trustees of the Carpenters Health and Welfare Plan, and other union officials, got a walk-through of our Wellness Center before the Sept. 11 first day of business. Lead contractor Interface Construction broke ground last November, and despite a wet, dreary winter, managed to bring the project in on-time and on-budget.



Tech Talk

The Carpenters International Training Fund is excited to provide members with the ease of accessing Training Verification Cards via the UBC Mobile App. This new feature provides each member with instant access to their up-to-date training and certifications report with the click of a button. Download the UBC app from Google Play or the Apple app store.





Leading the Way
in

SAFE CONSTRUCTION

Can sterile hospitals safely coexist with dusty construction? ICRA training shows us how.

In Missouri, more than 100 cases of Legionnaires' disease have been reported this year. Five patients have died, and this follows a 2015 outbreak that killed 14 at a state-run nursing home in Quincy, Illinois.

Healthcare facilities, especially hospitals, are on high alert for potentially deadly infections that can spread among patients and staff, and result in costly lawsuits. The state of Illinois is expected to spend \$24 million to settle all the cases stemming from its Quincy nursing home.

Often, contaminations can be traced back to construction work being done at the facility.





A two-day conference in July hosted by the regional council in St. Louis brought together health experts and carpenters from across the country to discuss ICRA (Infection Control Risk Assessment.) It's a training program developed by the UBC to address the unique challenges of performing work in healthcare settings, where dust, dirt and demolition can release a host of undetectable but deadly contaminants if proper precautions are not used.

Legionella was a main topic of discussion at the conference due to the alarming rise in cases. According to the Centers for Disease Control, the U.S. has seen a 500% increase since 2000.

Sylvia Garcia-Houchins, a nationally-recognized expert in infection control, said one culprit in the rising numbers is the glut of new medications on the market with the unfortunate side effect of suppressing a person's immune system.

"We've all seen the commercials that say *may increase your risk of tuberculosis*. Well, guess what? If it increases your risk of TB, it's increasing your risk of all kinds of other stuff," she said.

A person who contracts legionella while in the hospital is far

more likely to die from it. Research shows that 1 in 10 cases are fatal in the general population, but 1 in 4 who get Legionnaire's as a hospital patient never recover.

As keynote speaker for the conference, Garcia-Houchins warned that a lot of faulty ICRA techniques are showing up in healthcare. We become the first line of defense for keeping patients safe during hospital construction.

"Hiring our contractors means those carpenters are certified and know how to do the job right."



Contractors and tradespeople without proper training may think they're doing it right but can actually increase the risk of spreading contamination through improperly installed barriers.

"Knowing how to take dirty air *out* of the building instead of pumping it back *into* the building is a good example of why our ICRA training is the industry standard," EST AI Bond said. "During the conference we saw examples of bad techniques where dust is getting

Milwaukee, said at first he tried pitching the training directly to his contractors — without much success. "They didn't really see the need until they heard exactly what I was saying come from a hospital's mouth. When the facility says your people need to have this training in order to work here, then they stop avoiding my calls and start asking me about ICRA."

Continued

For that reason, many of the invited guests to the conference were infection control nurses, administrators and facility managers – the people in charge of monitoring construction work in their hospitals. If a contamination outbreak hits, and it was caused by construction work under their supervision, that's a crisis no manager wants to be in.

Randy Hayes, a contractor from Toledo, was encouraged by the diverse mix of professionals in attendance. "I'm really impressed with all the hospital people here at the conference because they're the ones going back and saying, 'OK, what contractors are working in our buildings and what qualifications do they have?'"

The Carpenters union was ahead of the curve on ICRA, developing a comprehensive curriculum at a time when few healthcare professionals were seeing a connection between construction work and contamination.

In the years since, it's become a hot topic in hospitals and the Carpenters have been positioned as leading experts in the field of safe building practices.

Before the conference started, attendees got a chance to see our St. Louis apprenticeship school with its state-of-the-art ICRA training simulator. Apprentices and journeymen can now practice contamination precautions in a realistic hospital setting. We are the only union with standardized healthcare construction training, taking the lead in educating not just our members but other trades as well.



As times change, the construction industry must adapt to meet the needs and the requirements of today's employers. If healthcare facilities are concerned about contamination, then the Carpenters union needs to take steps to get properly trained.

Assuring those employers that we have the expertise to do the job, and do it the way they want it done, gives us the competitive advantage over non-union, lesser trained crews.

We want to thank all the CRC staff, business reps and executive team who spent months planning and organizing our ICRA conference. From the feedback we received, it was highly educational and a healthy success. ■



Whether it's ICRA, OSHA Safety or Advanced Leadership, we can **improve** your skills and **boost** your potential.

Continuous Learning for a Lifelong Career

CARPENTERSTRAINING

info@carpdc.org



CONTRACTOR SPOT LIGHT

Located in Berkeley, MO, Interface Construction Corp., has weathered four decades of industry change and grown into one of the area's most successful general contractors.



How long have you been in business and how did the company get started?

In March of 2018, Interface Construction Corporation turned 40. When Interface was founded as a flatwork subcontractor in 1978, Interface had 3 employees and an annual volume of less than \$1 million. Today, Interface is an award-winning General Contractor/Construction Management firm with an average of 100 employees.

What type of carpentry do you do?

We're a full-service general contracting and construction management firm that offers a wide variety of pre-construction and construction services tailored to meet our client's specific needs including: Program Management, Pre-construction Estimating & Scheduling, Design-Build Construction, Traditional General Contracting, "At-Risk" Construction Management, Construction Management as an Agent, Trade Craftsmen Contracting (Self-Performed), Equipment Installation, Facilities and Maintenance Management, and Strategic Contracting Partnerships.

Where do you primarily do business?

We serve the metro St. Louis area and surrounding communities.

What does the local construction market look like right now?

There are many opportunities for private construction in the market today. We are looking forward to the challenges and changes in the community with the new Carpenter's facilities and the future building opportunities. We look forward to being involved with the history that St. Louis is building.

How was your experience building the new Carpenters Wellness Center?

It was the opportunity of a lifetime for Interface Construction and many of us who work here.

Doug Tuepker, the project superintendent, has been a member of the Carpenters union for decades. All of our Carpenter employees and subcontractors - TJ Wies, Waterhout Construction, Wilbond Construction, Fixture Contracting, Reinhold Electric, Fenix Contracting, Golterman Sabo, Signature Craft, Waddell Concrete, H&G Doors, and Acoustical Ceiling Specialists - can proudly say they had a role in building your Wellness Center. Now there is a facility that will improve the health and well-being of carpenters and their families.

How would you describe your company culture?

Truth + Transparency = Trust. As a Minority Business Enterprise, Interface delivers true working diversity and we're more focused than our rivals. We're passionate about our work and we avoid obstacles to our progress by focusing on excellence. In addition, our employees contribute to many organizations that enrich and support our community including: United Way, American Heart Assoc., Children's Hospital, Boys & Girls Club and Pedal for the Cause.



Describe your relationship with the Carpenters union.

Our field/safety director, Mark Boehms, (a union Carpenter since 1980) is chairman of the board for the Carpenters Joint Training Fund of St. Louis and serves on the committee for the Carpenters Joint Apprenticeship Committee. Our superintendents are journeymen carpenters and our tradespeople are union carpenters and laborers. We strive to employ and support union contractors and trades. We believe "A rising tide lifts all boats."

LOS ESTUDIANTES

Hispanic High Schoolers

Learn the Benefits of a Union Career

The face of construction is changing. Labor unions - at least the smart ones - are actively recruiting the next generation to include people who have not historically chosen the skilled trades as a career. Women, minorities and even ex-offenders are hearing from union representatives eager to replace a retiring workforce and address the abundance of unfilled construction jobs. Carpenters outreach specialist RJ Catizon and representative Robert Pastrana recently met with students enrolled in the St. Louis Hispanic High School Leadership Institute. Sophomores, juniors and seniors participate in the institute to network and build their team collaboration and communication skills.

"We know that college is expensive and not always an option for everyone, Pastrana explained to the students. "Paying your bills is going to be a lot more expensive than you guys realize right now, but unions can offer a really great career."

An often heard criticism is that today's educators encourage students to pursue college, without explaining other career options available to those without the money or desire to get a costly college degree. Our outreach team works hard to open young people's eyes to everything union carpentry has to offer.



GROUNDBREAKER

Regional Council Has First Woman to Be Elected Local President

A milestone was reached in August when Local 945 in mid-Missouri elected Cindy Frank as their new president. Frank becomes the first woman to lead a local within our regional council. "I'm really proud to make history in this way," Frank said. "We've had a lot of smart, hard working women in our union for a long time and I certainly hope that more of them will be getting recognized in leadership positions."

A career carpenter for 40 years, Frank is well-known among our members as the driving force behind organizing our chapter of Sisters in the Brotherhood, as well as coordinating many of our council's charitable and fundraising events.





Pickets are established for various reasons throughout the St. Louis-Kansas City Carpenters Regional Council.

Jurisdictional disagreements between the trades resulting in a picket are not pickets that we as an organization honor.

If a picket happens, please call your business representative.

CARPENTERS REGIONAL COUNCIL



SECOVA™

Dependent Audit Final Results

SCOPE OF AUDIT

30,140 dependents (15,957 households)

AUDIT RESULTS

1,867 Dependents not eligible (6.2%) from 1,170 households (7.3%)

- Spouses removed from coverage: **459**
- Children removed from coverage: **1,408**



Dependent Coverage Requirement Reminder

Every member must complete an Enrollment/Change form for any of the following life events:

marriage, legal separation, divorce, birth, adoption, dependent (up to age 26) becomes covered another health plan.

The Benefit Fund Office must be notified within 30 days of the date of any of the above-listed qualifying events. Dependents enrolled later than 30 days after a qualifying event will receive a coverage effective date that reflects the date on which the Fund Office receives a properly completed application for enrollment and accompanying documentation.

NEWBORN CHILD Coverage

Carpenters Health Plan will require a [birth certificate](#) for every newborn child to be covered under the Plan.

Dependent Coverage Update

An update regarding dependent child coverage ran in the Benefit Plan's April 2019 Builder newsletter. In June, the Board of Trustees repealed this change of coverage. Therefore, coverage for step-children and adult children covered under the Plan will remain unchanged. The Plan's coverage remains as follows:

STEPCHILD Coverage

Stepchildren will be covered as long as the child's natural parent is the member's spouse. If your stepchild is covered under a health plan of either natural parent, Carpenters Health Plan coverage will be secondary to the natural parent's plan.

ADULT-CHILD Coverage

Dependent children are eligible for coverage under Carpenters Health Plan until the last day of the calendar month in which the child's 26th birthday occurs. Carpenters Health Plan will be secondary for adult children with coverage through their own employment.

Carpenters Wellness Center Now OPEN



Wellness Center Care Team poses with Cerner representatives at our Aug. 28 ribbon cutting ceremony.

Quality Care at No-to-Low Cost to YOU!

Call now to make an appointment and meet the Cerner Care Team.

We're eager to serve you and your family with all of your health and wellness care needs.

314.955.WELL (9355)

Services Include: Primary Care Services (age 2 and up) • Annual School & Sport Physicals • Acute Care & Sick Visits • Chiropractic Care • Dental Care (*coming 2020*) • Drug Testing • Holistic Pain Management Lab Services • Massage Therapy • Mental Health & Substance Abuse Counseling • Patient Education • Pharmacy • Physical Therapy • Preventive Care • Rotating Specialists (*coming 2020*) • Vaccinations & Immunizations • Video or Virtual Visits • Vision Care Services • Wellness Training • X-Ray

Wellness, Pharmacy & Vision Hours of Operation:

Monday - Friday 8 am - 7 pm

Saturday 8 am - 2 pm


1403 Hampton Ave, located on the Regional Council and Benefit Office main campus



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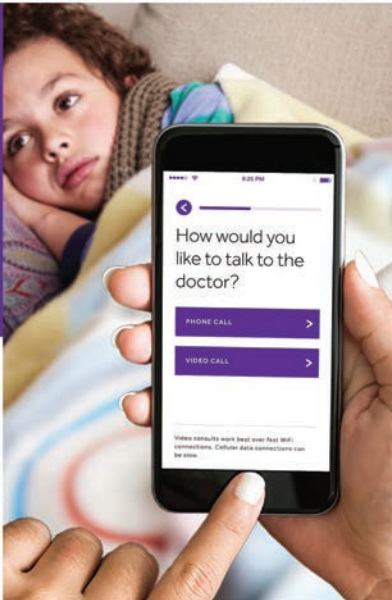


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recommend treatment
and prescribe medication
(when medically necessary)




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doctors average 20
years of experience

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St. Louis-Kansas City Regional ANNUITYFUND

Be Prepared: Name Your Beneficiary Now to Avoid Processing Delay

The St. Louis – Kansas City Carpenters Regional Council has partnered with Employer Associations to create a new Annuity Plan (also known as a Defined Contribution Plan) with the goal of helping you prepare for a secure retirement. The St. Louis – Kansas City Carpenters Regional Annuity Fund (Annuity Fund) was established May 1, 2019, with an initial \$.50 hourly contribution in signatory contracts. We anticipate this contribution rate will increase over time.

The Annuity Fund Summary Plan Description (SPD) can be found on our website by following this link: carpdc.org/Annuity/OurPlan

Be Prepared

If you are actively working and participating in the new Annuity Fund, it's important you complete an Annuity Beneficiary Designation form for your

use in naming who will receive your annuity benefits in the event of your death. Naming your beneficiary(ies) will avoid delays in processing any death benefits that are payable, so **please complete and return the form** to the Benefits Office as soon as possible. You'll find the Beneficiary Forms at carpdc.org/Annuity/OurPlan

We're proud to introduce this new benefit to our members. The Council will continue to work for you by providing excellent wages during your working years and strong, healthy benefits when you are ready to retire. Please be assured the Plan's benefits are continually reviewed and managed with your future in mind.

Please visit: carpdc.org/Annuity/OurPlan for Frequently Asked Questions about your annuity benefit.

Still have questions?

Call the Annuity Dept. toll-free at 877.232.3863, option 2.



Suicide Prevention and Opioid Abuse Awareness

September is Suicide Prevention Month, with National Suicide Prevention Week Sept. 8–14. This year, the construction industry is doing something a little different to battle this raging wildfire. We are meeting it head on. We are opening conversations about something no one feels comfortable talking about.

Suicide is the 10th leading cause of death in the US, with nearly 45,000 suicides in the U.S. in 2016. According to a recent report by the Centers for Disease Control and Prevention, more male construction workers take their lives than in any other industry, at a rate four times higher than the general population.



No one feels comfortable talking about feelings. Jobs are stressful. Work is often seasonal. Injuries happen more frequently in physical careers. Alcohol and drug use rates are high and often used as coping mechanisms.

What You Can Do

Talk about it. Make it part of the safety conversation. Let your coworkers know there is help out there and learn to recognize the signs in yourself and others. Seek help when help is needed. Remember that it's OK to lean on others and often a necessary part of life.

Suicide Hotline: **800.273.8255** or Text **HELLO** to **741741**

#YouAreNotAlone



The St. Louis – Kansas City Carpenters Regional Health Plan has partnered with IHD to support Members after a **hospital stay** or before and after a **surgery**.



What can IHD help **you** with?

- ✓ Scheduling doctor appointments
- ✓ Helping you understand your physicians' in-network status
- ✓ Assist you with medication barriers
- ✓ Facilitate home health orders and required durable medical equipment
- ✓ Assist you with finding and utilizing appropriate community resources to facilitate your care and recovery

Contact us about qualifying for IHD programs by calling **800.264.0253** or visit us at www.ihdcare.com.

LABOR DAY

2019

It is now suggested that the first Tuesday in September shall become the labor holiday of New York and be celebrated every year by a parade and picnic. It is also proposed that this day should be likewise observed throughout the country; that Labor by its own will should establish its own universal holiday – a day that would represent the new industrial era of peace, which is coming through the fraternity of Labor, and which will commemorate no bloody battle fields, or sectional wars, but will be a Harvest festival of universal rejoicing for organized industry. The ruling classes have their Decoration Days and Thanksgivings; why should not Labor declare its own legal holiday?

UBC Carpenter Magazine - 1882



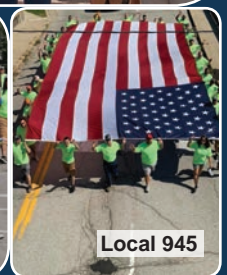
Local 978



CRC



Local 662



Local 945



Local 1795



“
**IN MY
WORDS**
”

Antonio Jones

Local 97

My dad is a retired carpenter and my mom was a laborer. That's how I got my start with the union.

Being in the Carpenters has allowed me and my family to be successful and to be positive role models in our community.

A lot of people think it's hard to get a union job but **it's actually very diverse and open to people from all walks of life.**

The more you get involved the more you get out of it. Go to your local meetings and find out what's going on.

I'm glad I became a union carpenter because of the opportunity it's provided to me and my family. There's on-going training to help you throughout your career and the people you meet are always offering to share what they've learned. It's a great career.

Congrats New Grads

Belleville Carpenters

Samuel Cox
Andrew Hartnett
Cole Jenkins
Eric Jolley

Kansas City Millwrights

Justin Deer
Raymond Duffett
Kaelan McDaniel

Belleville Millwrights

Nicholas Carroll

Kansas City Carpenters

Benjamin Cook
Brandon Cain
Craig Dahmer
John Deaton
Glen Ferguson
Jesus Fierro
Brandon Fitzpatrick
Dallas Gamblin
Kyle Heinz
Joseph Hicks
Clint Linder
Jeremy Meissen
Justin Morgan
Dwayne Neal
John Rath
Ryan Torgerson
Terry William

SEMO Carpenters

Kevin Ferguson

SEMO Millwrights

John Nanney
Lane Reed



St. Louis Carpenters

Austin Bazzell
Jacob Boggeman
Ronald Parker II
Anthony Parks
Nathan Ralston
Brandon Tiek
James Tyra

St. Louis Floor Layers

Antonio Asaro
Bryan Doyle
Jeremy Krug
Richard Rudroff

In Memoriam

Roy Aff (93)	Local 92
Ronald Atcheson (63)	1529
Alexander Belko (72)	1596
Selvino Blanchard (65)	
Kenneth Bourg (78)	1102
Dan Carter (59)	
Robert Daniel (70)	32
David Frederick (78)	97
Bill Harrison (80)	716
Joseph Kiss (86)	97
Anthony Kroeter (71)	97
Paul Maness (84)	
Paul Mareschal (72)	1310
Charles McMillion (84)	
Mariano Montileone (95)	1596
Daniel Motz (89)	92
Joseph Nanney (59)	

Hien Nguyen (61)	Local 32
Joseph Orf (57)	32
Randy Osia (57)	
Floyd Patton (91)	92
Paul Robinson (83)	662
Charles Schmid, Jr. (93)	1596
Dwight Scott (64)	
Patrick Seabaugh (55)	2214
Francis Seiferd (75)	
James Shaffer (90)	
Jerry Talbott (73)	92
Barry Tampow (82)	97
Harry Vlach (89)	1596
Tom Walls (81)	92
Charles Wildhaber (80)	1839
Edward York (70)	2298

St. Louis-Kansas City Carpenters Regional Council
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