Northwest CARPENTER

RIGHT TO WORK  JOB CORPS  APPRENTICES OF THE YEAR + MORE INSIDE

WINTER 2018
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PNWRC SCHOLARSHIP PROGRAM
The Pacific Northwest Regional Council of Carpenters Scholarship is open to the children, grandchildren and stepchildren of eligible members.

Want to know more?
Contact Rosa Plong at 253.945.8821 or email: rplong@nwcarpenters.org

The Scholarship Awards are partially funded through our Annual Endowment Golf Tournament. For more information about the tournament or how you can make a contribution to our Scholarship Endowment, contact Dani Plong at the Kent office 253.945.8824 or email: dplong@nwcarpenters.org

The deadline for receipt of scholarship materials for the 2018–2019 Scholarship year is Wednesday, February 28th. However, application for the 2019–2020 Scholarship year will be available to our members the week before the Thanksgiving holiday, so mark your calendar. Read more about the Scholarship Program and this year’s recipients in the summer edition of the magazine.

– Jim Osborne, Scholarship Chair

Text “ORGANIZE” for action alerts and updates
Text “NWSIB” for Sisters In The Brotherhood
Text “CIA” for Carpenters-In-Action

*Message and data rates may apply
A new year is upon us. Let me start by wishing each one of you a happy, healthy, and prosperous 2018. With this new year comes new ideas, new visions, and new goals. 2018 is already shaping up to be an exciting year, but with it comes a lot of work because a lot is at stake.

As you likely see everyday on the news, in your social media feeds, politics is everywhere. Lawmakers and politicians have a great deal of influence on our daily life as working union carpenters. If we are to continue to survive and thrive, it is imperative that we get involved in the political process in some shape or form. We must continue to unite around common issues and organize ourselves to maintain our objectives.

Politics can be very divisive and polarizing. We have a very diverse membership with vastly different opinions on all topics. However, there are a few key items that I believe most all union carpenters can agree on: our right to organize, support for apprenticeship, equal pay for equal work, and our right to earn an honest wage and benefit package for an honest day’s work. This is the main concept behind the Pacific Northwest Regional Council of Carpenters’ political platform. This 2018 election cycle could mean the difference between maintaining our key objectives, and losing them. This is why it is important for all UBC members to get registered to vote, get your family registered to vote, and most importantly turn out on voting day. To take it a step further you can get involved in a campaign and volunteer to phone bank, or canvass, or help a candidate get elected. Or if you are so inclined… become a candidate. Washington state went through an off-year election but went through an off-year legislative session. You may have noticed that our state house leadership is heavily influenced by money from the labor movement. This is why it is so imperative that every member of the UBC get involved in the political process and vote. It may be the difference between maintaining or losing our rights to organize, our right to equal pay and our right to benefit. If you do so carefully, you can help your candidates win and you can help your state continue to move forward.

We will have some big issues around the Regional Council this year. Many of them may have a lasting impact on organized labor. Currently in the US House of Representatives labor holds a majority that is in favor of Davis/Bacon (Prevailing Wage). This was not made easily, or at the very least maintain what we have we may face a repeal of prevailing wage. We may see national “right to work” legislation that could severely undermine collective bargaining rights and union powers. Both scenarios would have a devastating impact on working families.

We are an organization that cares about one main issue: our members’ pocketbooks. While there may be many issues important to you personally, none of these really matter much if we cannot afford to maintain our lives and rights to organize, get to a fair day’s wage.

Gloria Steinem said, “The future depends entirely on what each of us does every day, a movement only people making.” Focusing towards election day I ask that everyone does something every day to help move our great union forward. It can be as simple as a commitment to attend your first union meeting, or getting your entire family registered to vote. It can be running for a school board position, city council, even state legislature or an open and fair UBC Carpenter works to win. Everything we can do to get active and be involved is important to our future. Every small step is forward momentum in the movement for a common good. We have a lot of work to do in 2018, and it hinges on all of us moving forward.

TWEEDY EN ESPAÑOL

Un nuevo año está sobre nosotros. Permitanme comenzar deseadamente a cada uno de ustedes un feliz, saludable y próspero 2018. Con este nuevo año vienen nuevas ideas, nuevas visiones, y nuevas metas. Este 2018 ya se perfil a como un año emocionante, pero con el viene mucho trabajo porque hay mucho en juego.

Como es probable que vean diariamente en las noticias, o en sus redes sociales, la política está por todas partes. Las legisladoras y políticos tienen una gran influencia en nuestras vidas diarias como trabajadores y ciudadanos de la unión. Si vamos a seguir sobreviviendo y prosperando, es imperativo que nos involucremos en el proceso político de alguna manera. Tenemos que continuar defendiendo nuestros derechos comunes y organizarnos para mantener nuestras estándares.

La política puede ser muy divisa y polarizante. Tenemos una membresía muy diversa con opiniones muy diferentes sobre todas las temas. Sin embargo, hay algunos elementos claves que creo que la mayoría de los carpinteros de la unión deben estar de acuerdo: nuestro derecho a organizarnos, apoyo para el aprendizaje, pago equivalente por trabajo realizado, y nuestro derecho a ganar un salario justo y un paquete de beneficios. Esto es lo que más la plataforma política del Concilio Regional de Carpenters de Pacífico del Noroeste. El ciclo electoral de 2018 puede ser una señal de la diferencia entre mantener nuestros objetivos claves, y perderlos. Por esto es importante que todos los miembros de la UBC se registren para votar, se mantengan informados de sus familias para votar, y lo más importante, salen el día de la votación. Y para un paso más allá, se pueden involucrar en una campaña y hacerse voluntario para hacer llamadas por parte de la campaña, o solicitar, o ayudar a un candidato a ser elegido. O si lo desea, pueden hacerse cargo del Estación de Washington por una elección fuera de año.

Doug Tweedy
the late 1960’s, early 70’s. There was a personal connection for Scott, Tyree Scott, a veteran of the U.S. Marine Corps, inspired a movement Part of that was nepotism-old practices that only allowed entry to from most unions until relatively recently, by both policy and practice. discriminatory laws on the books.

Voting laws are just one small portion of the many recent and current are still some states that have arguably prejudicial voting laws. that they got the wrong date, were common exclusion methods. There recite the entire Constitution, or being told when they arrived to vote for all men was granted in 1870. Women won the right to vote during the month of February. History lends perspective. Slavery was important during the month of February. History lends perspective. Slavery was

This month is African American History Month. As kids, many of us hesitated, “I love the work. Some of the other stuff gets old.”

Compañeros Carpinteros,
Un carpintero me dijo recientemente que él ama su trabajo. “Bien,” él dijo. “Amen el trabajo. Además, de las otras cosas en el mundo.”

El trabajo de la construcción aún no representa a las comunidades en las que trabajamos casi tan bien como podría. Parte de eso es que exista interacción bizarra en los lugares de trabajo. Como la conversación que menciono anteriormente, la gente de color a esa emoción se excluyó en cuanto a oportunidades de entrenamiento en el trabajo en interacciones sociales. Lenguaje racista en conversaciones o hasta graffiti en los inodoros portátiles se puede extremadamente insólito.

El cambio en nuestra industria no solo sistemático y político – es personal. Se trata de pensar como nuestros compañeros trabajadores pensan. Como santos, nuestros compañeros miembros de la Unión. Se trata de considerar cuestiones de humanidad básica y escuchar las respuestas: “Queremos todos a trabajar y nuestra gente son capacitados y capacitados como profesionales?”

El verano pasado escribí acerca de la herramienta que es elentar la inmigración para dividir entre los trabajadores. Raza, blanco, LGTBI y gente de color se enfrentan al mismo peligro de dividir y trabajar en contra de los demás. Decidamos cambiar esa dinámica.

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Con solidaridad, Evelyn Shapiro-O’Connor

Puget Sound Carpenters in Action has hosted a toy drive to benefit agencies providing assistance to those in need. This year, the toy drive was lead by Santa through Tonya and Olympia to Grays Harbor Community Foundation to distribute toys to local children in need. Puget Sound Carpenters in Action is proud to support these organizations and to help make the holidays a little brighter for families in our community. Puget Sound Carpenters in Action is proud to support these organizations and to help make the holidays a little brighter for families in our community.

HOLIDAY TOY DRIVES

40th Annual Olympia Toy Run Featuring the Seattle Seahawks and the Teenage Mutant Ninja Turtles, Riders were led by Santa through Tonya and Olympia to Grays Harbor Community Foundation to drop off toys and donations to the Salvation Army Toy Drive.

This is the 3rd year that the Seattle Chapter and Puget Sound Carpenters in Action has participated in the event. Thanks to all who helped out!

Learn more about the event at olytoyrun.com
Cross Laminated Timber construction has been in use in Europe and Canada for many years, but is relatively new to the United States. Prior to lumber mills in Oregon, Montana, and British Columbia retooling to produce Cross Laminated Timbers, it was not cost effective to ship panels from Europe to build here. We are starting to see some of the first mass timber construction around the Pacific Northwest.

Cross Laminated Timber (CLT) is a wood panel product made from solid sawn lumber, then oriented in perpendicular layers, and glued, similar to plywood but with much thicker laminations. Said to be as strong as steel or concrete, and just as fire resistant, CLT has been used to build mid-rise buildings all over the world. There is currently a 100-story building proposed in London.

Oregon seems to be the epicenter of tall wood construction in the United States with all eyes on the proposed 12-story Framework project in Portland, and the current credit union headquarters building in Hillsboro, which to date, is the largest CLT project in the United States.

Swinerton Construction self-performed work on the 5-story CLT project with a 30,000 sq’ footprint. Union Carpenters on site managed to reach a pace of three days per 10,000 sq’ section, including vertical columns, the horizontal beam work, and CLT floor panels.

Project Manager for Swinerton Chris Evans speculates “We are in the early stages of this new industry, but over time these mass timber buildings will be a contender with the traditional steel buildings, especially when costs start coming down,” he said. “Also, people just like wood. Aesthetically wood looks great.”

UBC member Nick Dawson (LU 271) worked on the install crew for Swinerton. “Mass timber is very time efficient, we set columns, beams, and panels in three days…. It happens fast!” he said. “I take a lot of pride in my work, and it means a lot to me to be a part of this groundbreaking project.”
PAST, PRESENT, FUTURE
OF RESIDENTIAL

Residential carpentry is the birthplace of most construction companies and careers in the industry. In the fifties to early seventies, the Northwest Carpenters Union had ninety-percent of the residential market. Today, we are fighting to get it back.

A SHIFT IN THE INDUSTRY

In the early seventies, piece workers started to come north from California to bid work. Bargaining became tough, and at the time, there was so much work in highway, infrastructure, and commercial markets that the union walked away from residential. The market was lost almost overnight. A move in the workforce to immigrant crews shifted the balance further, allowing subcontractors to exploit their workers and drive their costs down.

FOREWARD THINKING

Non-union residential carpentry is a breeding ground for lying, cheating, and stealing. Latino immigrant carpenters that are working for non-union subcontractors are most likely to be exploited, experience wage theft, and threats of retaliation if they stand up for themselves. It is estimated that all unscrupulous practices are being used by unscrupulous contractors and subcontractors to exploit workers. This scheme allows the contractor to look the other way when employees are being exploited, it will eliminate the ability of non-union contractors to hold that power, bid-low, and undermine our work and our communities.

The Northwest Carpenters Union is working to recapture the residential industry with a few tactics: recapturing the mixed-wage market, exposing corrupt contractors, and organizing non-union wood framers. Millions of dollars of work is going to non-union contractors. Work that should be paying living wages to carpenters, money that can be invested back into the communities that we are living and building in.

FACTORS IN THE INDUSTRY

Underground Economy

Contractors that are not registered or underreporting their workers’ compensation responsibilities and avoiding payment of taxes and premiums. Unregistered contractors gain an unfair advantage over competing contractors that are playing by the rules. Learn more about the underground economy at constructionatpayrollfraud.net

Labor Brokers

Many non-union contractors in residential depend on labor brokers to bring in workers. This scheme allows the contractor to look the other way when employees are being exploited, under the guise that those workers are not their responsibility. Cash payments and insurance fraud are prevalent, as are tax avoidance and misclassification which create an unfair advantage against law-abiding contractors.

Piece-work

Work paid at a fixed rate per unit produced or actions performed, regardless of time.

Labor and Compliance

The Labor Compliance Department and Organizing Department work across the Council to eradicate the underground economy from the construction industry. A multi-billion-dollar marketplace for employers who break the law, while gaining an unfair competitive advantage by not complying with basic payroll requirements and labor laws. Honest contractors cannot compete, luring members with fewer work opportunities.

Wood Framers Campaign

Organizers in the Oregon and SW Washington market are campaigning to unite, support, and organize non-union residential carpenters. Millions of dollars of work is going to non-union contractors. Work that should be paying living wages to carpenters, money that can be invested back into the communities that we are living and building in.

Community Benefits Agreements

CBAs define workforce goals with oversight committees to ensure that tax dollars are not being used by unscrupulous contractors and subcontractors to exploit workers.

ANTEES, AHORA, Y EL FUTURO DE LA CARPINTERIA RESIDENCIAL

La construcción residencial es donde nacen la mayoría de los contratos de construcción y carreras en la Industria. En los cincuenta principales de los anteriores, la Unión del Oeste tenía un movimiento avanzado, pero el mercado residencial hoy en día está lleno para recuperarlo.

UN CAMBIO EN LA INDUSTRIA

Al principio de los sesenta, los trabajadores que trabajaban por pieza comenzaron a migrar hacia el norte de California para ofrecer precios más bajos. La negociación se hizo difícil, y en ese entonces, había muchos trabajadores que trabajaban en el mercado de la construcción, trabajando bajo la paga sin beneficiarse del mercado de la construcción. Hoy en día, los trabajadores que trabajan por pieza tienen una oportunidad de recuperar su trabajo.

PENSANDO EN EL FUTURO

La carpintería residencial no es solo un trabajo; es una profesión. Hay más oportunidad de aprender nuevas habilidades. El trabajador que trabaja por pieza, es respetado más como un trabajador.
Sister in the Brotherhood Kennewick

When LU 59 member Sloan Duncan, decided to get more involved in her local union, she knew she wanted to be an advocate for the trades, and what better way to be involved, she thought, than to empower women already in the industry and encourage other women to join and become members.

With the help of Council representative Antonio Acosta, Duncan got in touch with Lisa Marx, who herself had accomplished setting up a SIB Chapter in North Puget Sound just a couple years before. She knew the steps that needed to be taken to make the Chapter got around and two unofficial meetings in October and November 2017 saw new faces at both meetings. One of those new faces was Elizabeth Delgado, LU 596 member and 4th period Millwright apprentice.

"Like Sloan, I was interested in getting more involved in the union," said Delgado. "I remember that John Roberts, the coordinator at the Columbia Basin training center said to me 'opportunities will come your way through being a union member.' He was right. I want to go as far as I can with the union."

"We are an extremely positive group," said Duncan, of the sisters who attended the first two unofficial meetings and the first official meeting of the new chapter in December 2017. "We want to serve as a resource, a 'family' for women who might be struggling to fit in."

"We share information about where the jobs are and who is running them," continued Duncan. "We discuss things like building a good reputation and making valuable contacts in the industry to keep us working. We help each other out."

The word about organizing an east side Sisters in the Brotherhood Chapter got around and two unofficial meetings in October and November 2017 saw new faces at both meetings. One of those new faces was Elizabeth Delgado, LU 596 member and 4th period Millwright apprentice.

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SIB KENNEWICK CHAPTER MEETING
3rd Thursdays • 5:30 PM
LU 59 Hall • 315 N Neil St Ste B101, Kennewick, WA 99336
Call Elizabeth Delgado for more information 509.302.4623

2018 CONFERENCES FOR WOMEN
For more information about these events, contact
Lisa Marx 253.330.4910
Enplug Women’s Leadership Conference
March 8 • Lynnwood, WA
International Sisters in the Brotherhood
August 2018 • Las Vegas, NV
Women Build Nations
Outlook 12-14 • Seattle, WA

Pacific Northwest Carpenters Institute: 2016–2017 Apprentices of the year

MARTHA "DIRTY" JONES, LU 1503
On the Harbor Structure project, I really came into my own as a bridge carpenter. The whole crew was fantastic. They were patient with me, taught me the tricks of the trade and took me under their wing. I climbed up massive metal girders, set up safety decking, worked the flange of the beam to set the overhead brackets to grade. I loved every minute of it, and I was determined to do everything it took to show the guys I deserved to be there. It was my determination that was recognized when I won Apprentice of the Year in 2018.

What advice do you have for apprentices?
Get involved. Get off your butts, go to your union meetings, join a committee, volunteer, and vote! The people in the union have a lot to teach. Learn from each person you work with. Have fun and go build the future.

ALI MCLEOD, LU 1503
It was a shock to be recognized as 2017 apprentice of the year; I wasn’t expecting it at all. I just show up to work and do what needs to be done. I didn’t expect to be recognized. My crew has put so much time and effort into my education and even though I finished the program they continue to teach and train me. The crew that I work with every day, are the family, we all take care of each other.

I feel so honored to be recognized.

What advice do you have for apprentices?
Show up for work every day and don’t be afraid to ask questions to help make you better. Your hard work makes you who you are, the harder you work the better you become as an individual, which can set you apart in the work force. Don’t be afraid to stand out.

Martin Howard, Steward Spotlight

Martin Howard has worked in the construction trade since he was a teenager. His first job was building houses with his father, Paul Howard in the San Francisco Bay area. He came to the commercial side of construction when he joined the carpenters union there at 21 years old.

Eventually he left the trade and worked as an ironworker, then a business owner. But when he decided to sell the business, his love of carpentry brought him to the LU 59 hall where he joined the union four years ago.

Now a long-time resident of Lewiston, Idaho, Howard says that he is currently working for JH Kelley at the Clearwater Paper Mill just a few miles from his home. With more work on the horizon at the mill, Howard hopes JH Kelley wins the work and he can continue to enjoy a short commute right in his home town.

He’s worked there for 12 months. “I think the most important thing a steward does is keep a level head, and perform your job from everybody with the right mindset, even from someone who is doing things wrong. Always keep an ear out, and perform your job. If you can, those skills make you more marketable as a craftsman, in the future.

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LEADERSHIP HIGHLIGHTS FROM OUR INDUSTRY

CONTINUED

DLC WOMEN OF VISION AWARD
Kadence Jimenez
LU 146

What did it mean to you to be recognized with the Daily Journal of Commerce “Women of Vision” award?
It was flattering. There were not many tradeswomen or women of color. I was one of two.

Did you have a mentor throughout your apprenticeship?
I've had several mentors, mostly male. Most of my mentors were on the job. Lee Hays, "Uncle Lee," treated me like a guy. He taught me like a worker which is what I prefer. There were no women in my trade that had journeyed out before me, so I did not have an on the job female mentor. "Little Al" and Johnyl Allen have been great mentors.

What advice do you have for your fellow Sisters in the Brotherhood?
Don't get discouraged, be patient with yourself. It takes a long time to learn the trade you are in. Let the negative roll off of you, like water off a duck.

I am a first term Delegate and involved with the Sisters in the Brotherhood. I like to stay involved, I stay involved to keep the union strong. If we don't, the union will flounder. If you act as a leader, there are a lot of people you can help along the way.

Do you have a favorite project?
A project near Yakima had the carpenter volunteer teams raising and painting a building for underprivileged kids in a day camp among Eastern Washington's famous apple orchards.

What did it mean to you to be recognized with the Oregon Tradeswomen, Inc. “Women On The Rise” award?
I was one of two.

How long have you been in the union?
I first joined the union 37 years ago. I will be 80 in July. The height of my career with the Carpenters Union was during the build of the Silicon Forest in Hillsboro. Those were big projects and few to go up but.

What has kept you working past the traditional retirement age?
I had been out of commercial construction for about ten years. I went back as a test. I spent about five weeks getting back into shape, and I was able to thrive and prosper. The last year has been a good experience. I work on a lot of projects, the latest being summer of 2017. I get a lot of attention; which is what I prefer. I enjoy working with the young people.

Do you have any favorite projects you have worked on?
I've worked on the cutting edge of technology, making clean rooms, to make chips. We were making state-of-the-art buildings to house the industry from over the years?

The mission is to raise health awareness and educate people on the causes of disease. My primary mission is to raise health awareness and educate people on the causes of disease. I am currently writing a book that covers history and case studies from our healthcare system.

Who has been your most encouraging superintendent thus far?
Don't get discouraged, be patient with yourself. It takes a long time to learn the trade you are in. Let the negative roll off of you, like water off a duck.

Randy Butler of the McKenzie Union has been my most encouraging superintendent. My most encouraging superintendent thus far, Bob Ford, who has mentored me. My most encouraging superintendent thus far, St. Davinae Gilbert, with Whisker Ells, our now LU President, Dale O'Donohue, who says “Never take NO". Out in their career?

We are building a tool shed at the Solid Ground's Mara Farm in South Park Seattle. A project near Yakima had the carpenter volunteer teams raising and painting a building for underprivileged kids in a day camp among Eastern Washington's famous apple orchards.

What advice do you have for those starting out in their career?
Learn nutrition, learn how to respect and care for your body for the long haul. Just live for a paycheck is not very productive. Be as active as you choose to be: make clean rooms, to make chips. We were making state-of-the-art buildings to house the industry from over the years?

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We are building a tool shed at the Solid Ground's Mara Farm in South Park Seattle. A project near Yakima had the carpenter volunteer teams raising and painting a building for underprivileged kids in a day camp among Eastern Washington's famous apple orchards.

What advice do you have for those starting out in their career?
Learn nutrition, learn how to respect and care for your body for the long haul. Just live for a paycheck is not very productive. Be as active as you choose to be: make clean rooms, to make chips. We were making state-of-the-art buildings to house the industry from over the years?

The mission is to raise health awareness and educate people on the causes of disease. My primary mission is to raise health awareness and educate people on the causes of disease. I am currently writing a book that covers history and case studies from our healthcare system.

Who has been your most encouraging superintendent thus far?
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QUESTION AND ANSWER

RIGHT-TO-WORK

“In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as ‘right to work.’ It is a law to rob us of our civil rights and job rights. Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone. Wherever these laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights. We do not intend to let them do this to us. We demand this fraud be stopped. Our weapon is our vote.” - Martin Luther King, Jr.

What is a Right-to-Work law?
An anti-union law prohibiting union dues or fees as a condition of employment.

The history of the laws starts in Houston, in 1935. Vance Mirror, an oil industry lobbyist, founded the Christian American Association with backing from Southern oil companies and industrialists from the Northeast. The Association opposed unions, women’s suffrage, child labor laws, integration, and put their efforts toward changing the political scene to oppose the New Deal’s threat to their profits and way of life.

What does the phrase mean?
It is a clever marketing term. Who would want the right to wait? Advocates of the law say workers should not have to contribute a portion of their salary to services for free.

What does it do?
• It undermines the power of the collective
• Requires unions to provide services for free
• A divisive membership: splitting workers by dragging union dues
• Reduces the number of workers contributing to services (i.e. Job site protections)
• Eliminates resources with the intent to destroy labor unions

How does it hurt workers?
Elimination of:
• Bargaining rights
• Political representation
• Workforce safety
• Fair wages and benefits
• Job security
• Skills training

How does it benefit developers and corporations?
Profit margins increase through the elimination of things like:
• Pension plan contributions
• Healthcare benefits
• Training requirements
• Fair wages
• Safety regulations

What can you do?
• Vote in favor of labor friendly laws and representatives
• Educate your co-workers, friends, and family
• Be active in your union

In “Right-to-Work” states: 12/15 states with the worst pay gaps between men and women

Favority rates are 15.2% Higher
Workplace deaths are 49% Higher

EMBRACING DIVERSITY IN THE TRADES

Does your job site reflect the community that you are working in?

MICHAEL BURCH
Pacific NW Regional Council of Carpenters Outreach Coordinator
LU 1503

Why is increasing diversity important?
Kids are not given hope. We are seeing a lot of kids of color locked up, not going to school, going through life without hope, especially when college is presented as the only option. Only 10% of kids are continuing to college, and many of the kids not attending college do not know that there are viable alternatives.

The Carpenter’s Union is an option to do something that they love. It is so easy to understand when you see the light come behind the eyes of a kid when they realize their potential. People of color and women saw an ever increasing pattern of that population that have been locked out of a viable career path. We can no longer operate business as usual, we have to be intentional. It is critical that everyone has access to success. To compete in the world, minorities and women need to feel like they have a choice from school age up.

How are you partnering with the community?
I was hired to educate people on the trades, reach out to women and minorities, and remove barriers to coming in. Our vision is for the job sites to reflect the communities that we are working in. Work with various community organizations to do this.

Community Benefit Agreements are huge accomplishments, providing operational goals for utilization of people of color, women, and apprentices on projects. Goals are enforced by a review committee. We have had success in Portland, Oregon with two pilots from 2012. Learn more about the pilots at cbannw.com.

Why is increasing diversity important?
An equal opportunity, which is what the Carpenter's Union represents. We all understand that that’s what I love about this organization. So many demographics fall under diversity: age, low-income, minority status, religion, gender, education, status, and more. We give hope to people that are struggling, making a change with a living wage, healthier life, and safety standards. Outreach and mentoring are so important because if all communities don’t hear from us about the opportunities within our union, their chance of finding us is low.

How are you partnering with the community?
Our pre-apprentice job site partners help to make recruitment easy. It is nice having our community help with apprentice budgeting. We partner on training, tracking, follow-up, check-ins, mentoring and connecting apprentices with community resources to help them overcome obstacles that could hinder their successful completion of apprenticeship. The city of Seattle held regular meetings for pre-apprenticeship collaboration with the trades, contractors, and schools. We transliterate ways to better partnerships and requirements for other states.

What are your thoughts on retention?
Training and mentorship is critical. NWVCC has begun working with select pre-apprenticeships, workforce boards and community partners to implement our own three-week pre-apprenticeship program. Our program will focus on getting new apprentices (job site ready, by building a foundation of both employability skills and craft skills to be successful on job sites), throughout the state of Washington. The class can be customized to focus on specific projects for the area. We also have regular meetings with our contractors to learn what they need from apprentices to best set them up for success in the field.

The industry is changing. Racial tension will increase with things like respectful workplace practices and mentorship programs and on- and off-the-job site. Improving the industry is a collective effort.

LISA MARX
Pacific NW Regional Council of Carpenters Outreach Coordinator
LU 70

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A political issue, which is what the Carpenter's Union represents. We all understand that that’s what I love about this organization. So many demographics fall under diversity: age, low-income, minority status, religion, gender, education, status, and more. We give hope to people that are struggling, making a change with a living wage, healthier life, and safety standards. Outreach and mentoring are so important because if all communities don’t hear from us about the opportunities within our union, their chance of finding us is low.

How are you partnering with the community?
We are partnering with our community in several different ways. One way we are partnering is by creating a diverse and inclusive workforce. We partner on training, tracking, follow-up, check-ins, mentoring and connecting apprentices with community resources to help them overcome obstacles that could hinder their successful completion of apprenticeship. We work with various community organizations to do this.

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GREEN DOT FOR THE TRADES

Oregon Tradeswomen, Inc
www.oregontradeswomen.org

The Multnomah Courthouse in Portland, Oregon is the first pilot site for Green Dot for the Trades. Goals of the project are to reduce the number of trades workers who experience harassment, bullying, and hazing on the job and to increase retention, productivity and safety on job sites. Green Dot is a violence prevention strategy that recognizes community members to intervene when they see concerning behavior and pro-actively set community norms that are intolerant of violence.

RISE Jr
Apprenticeship & Non-Traditional Employment for Women
www.oregontradeswomen.org

Working with Sound Transit, ANEW is piloting RISE Jr on a project work site as they continue to grow the program. RISE Jr is a customizable approach that recognizes community members to intervene when they see concerning behavior and pro-actively set community norms that are intolerant of violence.
NORTHWEST CARPENTERS ARE POLITICALLY ACTIVE

Jimmy Matta LU 41
Mayor of Burien

In 1998 I became a member of the Carpenters Union, and after learning the ropes, a leader in the Union. I gained knowledge and experience working with a diverse group of people from all over the country. It was my union involvement that fired me up to take on the challenges and obstacles that are troubling the citizens of Burien, Washington where I live. And that led to my desire to run for City Council, as well as my election by City Council members to the mayoral post in Burien.

I am a proud union member who now represents the 51,000 residents living in Burien, a quarter of them Latino. We must educate people about the importance of unions as well as the opportunities created by union membership like apprenticeship, unions as well as the opportunities created for good working-class jobs to sustain our families. For good working-class jobs to sustain our residents that we understand the importance of engaged in our communities to assure our families that we understand the importance of engaged in our communities to assure our families.

Here is what guided me: I believe in the word of the union membership like apprenticeship, unions as well as the opportunities created for good working-class jobs to sustain our families. For good working-class jobs to sustain our residents that we understand the importance of engaged in our communities to assure our families. My campaign for Olympia City Council gave me the opportunity to talk about my values and my experience to all kinds of people. And those people chose me, a Union Carpenter and an organizer, to represent the City of Olympia.

I owe a debt of gratitude to the sisters and brothers, family members, and mentors who helped to shape my own principles and values. Lessons learned on job sites, at Local Union events, and on picket lines clarified my understanding that a living wage and family health benefits are worth fighting for. Lessons learned on job sites, at Local Union events, and on picket lines clarified my understanding that a living wage and family health benefits are worth fighting for. Knowing what it was like to live paycheck to paycheck, I was able to draw from the resources of working families fighting to hold onto fair wages, respect, and dignity. Stand up, speak up, and hold your head high.

Thank you to all my union brothers and sisters for their endorsement and support throughout my campaign and the opportunities they created for me to grow my leadership skills as a proud member of the United Brotherhood of Carpenters during my two decades of membership.

Clark Gilman LU 129
Olympia City Councilman

I was appointed to the Olympia City Council in 2016. This past November I held my seat on the Council in a bitterly contested election. Here is what guided me: I believe in the word of the union membership like apprenticeship, unions as well as the opportunities created for good working-class jobs to sustain our families. For good working-class jobs to sustain our residents that we understand the importance of engaged in our communities to assure our families.

No college class or conference seminar can answer, as a carpenter and part of a team, working towards a successful outcome is a team effort. A successful job takes a team effort. Being one of seven council members working towards a successful outcome is the same team effort philosophy I used in the construction industry. Not having all the answers, as a carpenter and part of a team, I was given the opportunity to run a small crew which was very exciting. Everything led up to the superintendent position and knowing that a successful job takes a team effort. Knowing what it was like to live paycheck to paycheck, I was able to draw from the resources of working families fighting to hold onto fair wages, respect, and dignity. Stand up, speak up, and hold your head high.

My goal is quite simple, leave the city in a much better place fiscally and in better shape. My goal is quite simple, leave the city in a much better place fiscally and in better shape. My goal is quite simple, leave the city in a much better place fiscally and in better shape. My goal is quite simple, leave the city in a much better place fiscally and in better shape.

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I am an active member in the community and in LU 129. I look forward to representing our school district and students while promoting union membership, and my carpenter apprenticeship programs as a viable alternative to attending college.

I will accomplish that through advocacy in the public forum and speaking parent to parent with principles to the community, anyone of whom I have known for a lifetime. But most important, I will inspire by example. I will continue to immerse myself in our community through volunteer efforts, political activism, attending bars and speaking up for issues that impact unions and families like health care, right-to-work, and wage and benefit challenges.

Thank you to all my union brothers and sisters who supported me.

Dave Mitchell LU 50 | Retired
Newcastle City Councilman

It was my union involvement that fired me up to take on the challenges and obstacles that are troubling the citizens of Washington where I live. And that led to my desire to run for City Council, as well as my election by City Council members to the mayoral post in Burien.

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Scott Jones LU 129
School Board Member
Ocosta School District

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JOB CORPS IS CHANGING LIVES

Referred to as the Department of Labor’s “best kept secret,” we set out to learn more about UBC National Job Corps. To see the program in action, we traveled to the Angell campus in coastal Yachats, Oregon to spend time with brother Jimmy Jones, sister Tissi Snelson, and their students.

Jimmy Jones, President LU 271
Job Corps is the best kept secret in the UBC. Every chance I get, I share it. It is such a tremendous opportunity for our disadvantaged youth. Giving back to the culture that we come from, giving back to the community. Giving a kid a chance at a life we had. They wouldn’t have the opportunity, without this program.

Tissi Snelson, LU 1503
I want people to know about Job Corps. If there is someone in your community or circle, that is struggling—there is an option to get training in a trade, a driver’s license, and a diploma. It is a beautiful secret that has been around for over 50 years. It is here to serve.

Kayla Hodge is motivated to get into the union, she was impressed by the camaraderie she witnessed at LU 271. "Coming to Job Corps changes lives. This program gave me an option not normally available for someone in my position. I think it is important for people to see that they can go from nowhere to somewhere.”

Adam Aumiller knows that he wants to join LU 271, build concrete forms, and be a part of the Brotherhood. "It’s hard work, but I’m ready," said Aumiller. "This program has taken me off the streets and given me hope for a better life. I can change my stars.

Cedrik Blauser is the foreman at Job Corps busy shop. He wants to get into the drywall apprenticeship and become a member of LU 146. "Before I came to Job Corps I had dropped out of high school," said Blauser. "I feel like I’ve conquered mountains since then. I’m close to my family, and I want to be there for them.

Damyn Stell looks forward to creating a new life for himself after Job Corps and someday building a home with his own two hands. "I’ve gotten my high school diploma and driver’s license while I’ve been here," said Stell. "I have better communication skills and the confidence I can take care of myself when I leave here.”

Golden Lappin says that botany is her first love. But the carpentry program at Job Corps has given her confidence. "I will never be unemployed when I have a skill in carpentry," she said. "Even though Job Corps has a set learning program, when they found out I was interested in botany, they helped me find a way to get into the field.”

Justin Rowberry says his mom, herself a Job Corps graduate, encouraged him to go to Job Corps. He has an interest in woodworking and cabinet making. "Job Corps has taught me how to live on my own," said Rowberry. "I see my independence at the end of the line and a wider variety of possibilities to go for.”

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Mike Hawes | LU 146

Executive Director, Pacific Northwest Carpenters Institute

How long have you been in the industry?
Thirty-one years. Fresh out of college, I worked in the woods as a logger; I loved that work, but also knew it was very dangerous. In 1984 I started working in Northern California as a carpenter with a mentor at mine Tommy Stevens. He was a teamster from the Oregon State Football Team, who had started his own construction company. Tom was a great mentor for me, and I was fortunate to have such a positive experience so early in my career. We focused on fast track projects, and that gave me a great all-around experience as an interior carpenter. Upon returning to Portland in the spring of 2013, I was hired at PNCCI as coordinator and was tasked with leading the training program for our EG carpenters that have a requirement to take two classes annually. This was a tremendous opportunity for me, as we are delivering training to some of the most skilled carpenters in the region. I am happy to say that we have been able to get this program up and running, setting training records in just a few short weeks.

What are your goals for PNCCI in the coming year?
I would love to see us increase the number of women and minorities in the program. We are focusing on diversity and inclusion, and we want to attract more women and minorities to our program. I am confident that we will continue to make progress in this area.

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ENGAGEMENT FROM AROUND THE COUNCIL

Our brothers and sisters are actively engaged in bettering our local communities and fighting for worker rights. Here is a snapshot of recent events.

CLACKAMAS COUNTY VETERANS VILLAGE
Twenty-two members from Locals 1503, 146 and 196 came out to volunteer in one weekend, with additional help subsequent weekends putting in a total of +/- 160 hours worked. The volunteers set trusses, installed bird blocks, sheeted walls, framed walls, installed 2” exterior insulation with plywood drip strips, exterior trim, and pre-cut packages for each pod to speed up the building process.

KENNEWICK JOB FAIR
Congressman Dan Newhouse (R) represents the 4th District which includes Kennewick. He came to the job fair and tried his hand at pounding a few nails. Newhouse, himself a farmer near Yakima, appreciates hard work and understands the need for apprenticeship. He recently voted NO on attempts to repeal Davis-Bacon that protects prevailing wages on public works projects.

WOMEN’S MARCH IN JUNEAU
Residents of Juneau marched to the state capitol steps to make known their stand on a variety of issues from abortion rights to environmental concerns. Later, the participants led by Native American women in tribal regalia chanting and singing regrouped at Marine Park. That’s where the real discussions continued covering everything from the Me Too movement to getting people registered to vote.

BLACK FRIDAY ORGANIZING
On Black Friday most people go shopping. But members from LU 129 of the South Puget Sound Carpenters in Action spent the day handing out Union information to unrepresented carpenters. Brother Dave Howard came up with the idea of organizing carpenter to carpenter on this day. Unions workers get the day after Thanksgiving off but most unrepresented carpenters do not so it was a good chance to meet them on the job. These types of actions always increase the number of unrepresented carpenters who come to the local looking for information on joining the union.

SKILLS USA
High school kids in CTE and pre-apprentice programs from all over the US compete each year at the local, regional, and national levels in a variety of skills including carpentry. Our Regional Council and local unions support Skills USA by volunteering to judge the carpentry competitions and through donations of prizes and funding for travel to regional and national teams from our area. Last year, the Centralia High School team placed 27th at the National Skills USA competition in Louisville, Kentucky.

SAFETY/ED UP AT SAK & ASSOCIATES
Union members working for SAK & Associates Inc are on the 333 Dexter Avenue North project in downtown Seattle. General Contractor Swinerton Builders selected SAK for the concrete package (decks, walls, and columns) on the 12-floor twin tower structure with five floors of podium base and four floors of underground parking. At one of the first milestones, the last slab pour, Swinerton provided the crew with a lunch to celebrate a safe and productive job well done two weeks ahead of schedule.

COMMUNITY IN WYOMING
3rd-Year Apprentice Vicente Gutierrez, LU 808 (pictured center) presents bicycles donated by Local 808 members to the Cheyenne Fire and Rescue AIFT Local 269 for their 1st annual drive to collect bicycles for children in Cheyenne, Wyoming. Wyoming Carpenters are getting involved and starting to become known around the community and state. Their next event will be to hang drywall in 4 units with Habitat for Humanity, also in Cheyenne.

WORK AT HISTORIC CABIN
Carpenter volunteers spent the day at Tilly Jane A-Frame, sawing downed trees, splitting, hauling the wood in wheelbarrows, and stacking it. There were about 80 volunteers total, with five sisters and one brother participating. It was hard work out in a beautiful wilderness location. Summer 2018 the Oregon Nordic Club (maintains the A-frame) will be replacing the roof and trusses. All of the upcoming repairs will be done as they would when the cabin was erected in the late 1930s. Volunteers took forward a work on a historic structure and have the opportunity to do the work as the men and women of the Citizens Conservation Corps (CCC) did in the 1930s.
CATCHING UP WITH SPOKANE, WA

SLEEP IN HEAVENLY PEACE
Sloan Duncan, the Local 59 chair of the Carpenters in Action volunteer committee reached out to the Spokane chapter of Sleep in Heavenly Peace, a nonprofit group that builds bunk beds for children in the Spokane area that do not have beds. Then, on Wednesday, January 18, Regional Council, training, and office staff pulled together to host a Young Women’s Leadership Event at the Spokane training facility. High school girls came to the training center to learn about apprenticeship and carpentry crafts as viable options to traditional higher education. City politicians, school administrators, and counselors also attended; Sloan Duncan (LU 59, and a 6th period apprentice), and Valerie Zacher (LU 59, and a 3rd period apprentice) spoke on the positive things they have experienced since becoming apprentices. After presentations, the high school girls, their chaperones, Council, Training staff, and leaders of Sleep in Heavenly Peace began to put together 12 bunk bed sub-assemblies. These sub-assemblies will be delivered and finished by the Local 59 Carpenters in Action volunteers at locations where they are needed. Members can review the course schedule and enroll by going to CarpenterTraining.org.

NEW AT THE TRAINING CENTER
Great opportunities are being offered at the Spokane Training Center. With the increased demand for Exterior Interior Systems (EIS) tradespeople to fill the labor needs of the signatory employers, the Spokane Training Center will offer expanded trade-specific classes.

A recently-completed mock up will provide training for Infection Control Risk Assessment (ICRA), door and hardware installation, acoustical ceiling layout and installation, drywall soffit layout and installation. They will continue to offer all the other subjects associated with the EIS trade. They will also continue to offer all other UBC training as demand dictates including leadership classes, Survival of the Fittest, and Stepping Up To Foreman.

UNION CARPENTRY IS BUILDING MONTANA

The craftsmanship was evident throughout the newly remodeled Montana ATC Carpenter Training Center during a contractor round table and open house last month where 30 contractors, state officials, including Montana Governor Mike Clooney, and 150+ students and educators from across the state came to learn about opportunities in union carpentry. Contractors, PNWRCC and NWCI (formerly CEATT), collaborated to address the state’s training demand for skilled labor as the Montana Department of Labor and Industries reports the construction industry is the fastest growing state-wide. Safety, versatility, and leadership skills were common themes across all organizations as vital skills to produce a highly productive workforce. Recruitment strategies and pre-apprenticeship opportunities were presented in addition to the regional apprenticeship program.

At the open house future carpenters (students) and state officials had a chance to see state-of-the-art training tools such as virtual welding simulator, electronic blueprints on iPads and Trimble Robotic Total Station technology. Both events were a major success thanks to the unified efforts of the Montana ATC, PNWRCC and NWCI.
DON SHELDON MOUNTAIN HOUSE

It isn’t every day that union carpenters work at 5,800 feet above sea level, but that exactly what IU 1281 members, working for BEK of Alaska, Inc did last year while building the spectacular Don Sheldon Mountain House. Privately owned and operated by the Sheldon family, Mountain House is perched on a 4.9-acre rock and ice covered outcropping just above Ruth Gorge and the Ruth Glacier. It is surrounded on all sides by magnificent granite cliffs and a stunning view of Denali in all her splendor, a mere 10 miles away.

Ariel Cannon, a 19-year member of IU 1281 was one of the carpenters who helped build the new structure. “They brought in most of the supplies, materials, and labor by small plane landing directly on the glacier,” said Cannon. “The staging area and base camp for workers was on Ruth Glacier. Materials that were too big to be flown in were hauled by truck to a location where they could be picked up by helicopters.”

During the tourist season (May - October) Ruth Glacier is a busy place with small planes flying in skiers, hikers, mountaineers, and outdoor adventurers. “The first day on the job, we had to dig the stairs out from under ten feet of snow,” Cannon said. That might not sound all that daunting but consider there are 300 yards of permanent stairs to reach the small plateau where both the octagonal structure built by Don Sheldon back in 1966, and the new structure stand. The original A frame built earlier in the 60s was blown away in a storm the first year. Wind speeds can reach 125 mph and temperatures can crash to well below zero. The new structure is built with steel and anchored three to four feet into the rock.

The hip roof is designed to withstand the wind and weather.

Cannon worked there for seventeen days in two separate tours, one for twelve days and another for five. “There were 8-10 workers who lived at base camp on the glacier and hiked up to the site every morning, often making multiple trips with packs laden with items needed immediately,” said Cannon. “That could be things like generators fuel or water or plate steel. Helicopters hauled materials and other supplies to us throughout the day, refueling every third trip. Costs for the helicopter ran about $40,000 a day.”

When asked what was most memorable about the project, Cannon answered, “The logistics of such a remote site, getting fried by the sun from all angles due to the snow, and the absolute silence when no work was happening and no planes were flying.”

He was also offered the chance to get his first helicopter ride home to Anchorage after one of his tours at Mountain House. He gladly accepted.

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Special mention to 1281 members on the project:
Dean Coen, Jered Ellis, Veli Maiava, Treyton Salisbury, Kevin McCann, Chris Downs, and Jim Braun.

Apprentice Devayne Talburt, IU 1243 is excited to be learning the trade, while taking care of his family. “Santa is keeping it real by supporting local people and local Union Carpenters!”
Mikel Smith, a fourth level Apprentice from Local 1243 echoed that statement and added “It shows that Santa obviously cares about the people working here.”
Jesse Pearson, IU 1243 is carrying the torch. “I feel very grateful to be following in my dad’s footsteps, it’s a great honor. My dad has been in the Union for 41 years and retired a few years ago.”

UBC IS ON THE “NICE” LIST: SANTA BUILDS UNION

Just outside of Fairbanks, Alaska sits the town of North Pole. The small burg of 2,200 people is known for it’s year round Christmas theme, including the Santa Claus House.

Opened in 1950 as a trading post the building has evolved to its current roadside attraction over the last 50 years. Santa Claus House underwent a renovation and expansion adding new facilities, expanding the gift shop, and relocating the 20’ 25 ton Santa statue. Knowing the value and skill of union labor, Tilly & Company was hired for the project and UBC Carpenters were on site to ensure Santa’s house was built on time, on budget, and with the utmost skill and craftsmanship.

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The future of the industry is with our boots on the ground being familiar with the latest technology and software: Reviewing 3D models, seeing the steps of construction, manipulating and looking at those details on screen. Being able to navigate through and access information using the different models allows our carpenters to better understand how all the different components come together.

Understanding the software will also allow our members to create the cut views they need. In addition to actually building from the models, a 3D model can help identify things like safety measures and code compliance. Understanding the software will also allow our members to create the cut views they need. In addition to actually building from the models, a 3D model can help identify things like safety measures and code compliance.

PNCl technology training has a three-prong attack:

1. Work with realistic drawings taken from the field
2. Walk through the sequence of construction using a three-dimensional animation
3. On the shop floor, using our "Huddle Screens" Delve into the layers of 3D models to view all aspects of constructability.

Home your craft by learning:

- Building Information Modeling (BIM) Concepts
- Bluebeam Basics®
- PlanGrid®
- Trimble Sketchup®
- Autodesk Revit® (coming soon)
- Autodesk Navisworks® (coming soon)
- Microsoft Windows®
- Bluebeam Basics® (coming soon)
- Autodesk Revit® (coming soon)

Are you ready to take advantage of technology in training?

- Visit PNCl.org
- Log in to your account
- If you are unsure of your login, call us at 503.287.2887

**SUCCESS AS A FIRST YEAR APPRENTICE**

NWCI is training their first-year apprentices to succeed with a program called NAIL! (New Apprentice Introduction to Leadership)

This program is covered in each quarter of their first year of apprenticeship in four installments.

1. Work with realistic drawings taken from the field
2. Walk through the sequence of construction using a three-dimensional animation
3. On the shop floor, using our "Huddle Screens" Delve into the layers of 3D models to view all aspects of constructability.
4. Team Building and learning to listen.

"On top of the formal instruction all of our apprentices receive at our training centers," said Cindy Gaudino, training coordinator at NWCI Renton, "we encourage our apprentices to use the internet to make the most of their first year. They can research contractors and the kinds of work they do, and check out new technologies in the construction industry. The possibilities are endless."

"Probably the biggest mistake a new apprentice makes when the paychecks start rolling in is to go out and buy a big ticket item," said Gaudino. "Just those few words of encouragement changed my whole attitude."

In 2014, Brown was recognized as Sellen's Craftsman of the Year, an award primarily determined by her peers. And in 2016, she was awarded Tradeswoman of the Year by Washington Women in the Trades. Now a foreman for Sellen, Brown has the opportunity to pay it forward and mentor apprentices herself. "As a journey-level mentor, I've realized that what drives each apprentice individually and watch that spark ignite," said Brown. "Offer up encouragement and opportunities to learn."

First period apprentice, Kyle Stone, LU 30, came to apprenticeship out of the military. "I want to know how to get things done right," he said. "My first class put everything in perspective about being in the Carpenters Union. Coming from the military, the union environment is a comfortable transition for me. I'm looking forward to my career."
A MOMENT OF REMEMBRANCE

Let us take a moment to reflect on the lives of our brothers and sisters that have passed.

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WITH HELP COMES HOPE
Suicide is preventable, know the warning signs.

Risk of suicide is higher when the following behaviors are new or have increased, due to a painful event, loss, or change. These signs may mean someone is at risk, and in need of resources.

**DISCUSSION OF**
- Being a burden to others
- Wanting to die, kill oneself
- Feelings of hopelessness
- Having no reason to live
- Feeling trapped
- Unbearable pain

**SHOWING SIGNS OF**
- Substance abuse
- Research on ways to kill oneself
- Anxiety, agitation, recklessness
- Sleeping too little, or too much
- Withdrawal, isolation
- Extreme mood swings

**YOU DON’T HAVE TO BE AN EXPERT TO SEE THE SIGNS.**
Help someone you know.
Call 1.800.273.TALK (8255)

**YOU ARE NEVER ALONE IN THE UNION**
For information on health care coverage, contact your trust.

**PNWCC**
- HEADQUARTERS
- SATELLITE OFFICE
- LOCAL MEETING information can be found online
  - nwCarpenters.org

**COUNCIL LOCATIONS**

- **ANCHORAGE, AK**
  - 407 Denali St, Ste 102
  - Anchorage, AK 99501
  - 907.274.2722

- **FAIRBANKS, AK**
  - 25 Timberland Dr
  - Fairbanks, AK 99701
  - 907.452.3862

- **JUNEAU, AK**
  - 1751 Anka St
  - Juneau, AK 99801
  - 800.478.3675

- **KENNEWICK, WA**
  - 515 N Neel St, Ste B101
  - Kennewick, WA 99336
  - 509.737.1849

- **KENT HEADQUARTERS**
  - 25120 Pacific Hwy S, Ste 200
  - Kent, WA 98032
  - 800.552.0625

- **LACEY, WA**
  - 1230 Carpenter Rd SE, C3
  - Lacey, WA 98503
  - 360.438.3306

- **MT VERNON, WA**
  - 101 E Hickox Rd
  - Mt Vernon, WA 98273
  - 360.508.2216

- **SPOKANE, WA**
  - 127 E Augusta Ave, Ste 103
  - Spokane, WA 99207
  - 888.326.3546

- **WENATCHEE, WA**
  - 27 N Chelan Ave
  - Wenatchee, WA 98801
  - 509.387.0010

- **YAKIMA, WA**
  - 2812 Terrace Heights Dr, Ste 2
  - Yakima, WA 98901
  - 509.452.0320

- **PORLAND, OR**
  - 1636 E Burnside St
  - Portland, OR 97214
  - 800.974.9052

- **BOISE, ID**
  - 965 Industry Way, Ste 104
  - Meridian, ID 83642
  - 208.336.9243

- **MOSCOW, ID**
  - 1600 White Ave
  - Moscow, ID 83843
  - 208.892.3886

- **GREAT FALLS, MT**
  - 300 - 15th St S, #1
  - Great Falls, MT 59405
  - 406.453.1301

- **HELENA, MT**
  - 780 Carter Dr
  - Helena, MT 59601
  - 406.453.1301

- **MISSOULA, MT**
  - Coming soon!

- **CHEYENNE, WY**
  - 1603 Capitol Ave, Ste 207
  - Cheyenne, WY 82001

**PNWCC HEADQUARTERS**
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Kent, WA 98032
800.573.8333

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Let's see the good work you are up to!
Share a photo from your job site, or local union.
#nwCarpenters, or email to: info@nwcarpenters.org