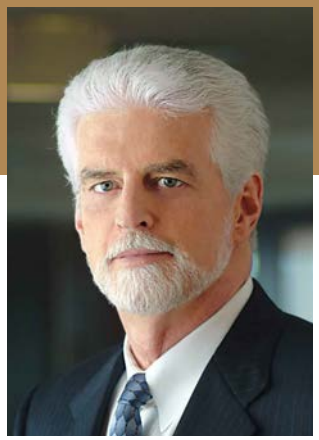
WELCOME TO THE

UNITED BROTHERHOOD OF CARPENTERS

A Guide to Your Union and How You Can
IMPROVE YOUR SKILLS
ADVANCE YOUR CAREER
BE PART OF A PROUD UNION
MAKE A DIFFERENCE

140
UBC PROUD
1881 2021



A MESSAGE FROM GENERAL PRESIDENT DOUGLAS J. MCCARRON

WELCOME TO THE UBC FAMILY

On behalf of our elected leaders, staff, and all of your fellow members, welcome to the United Brotherhood of Carpenters and Joiners of America (UBC).

Our union has a long history of standing up for skilled men and women who work in the crafts we represent across the United States and Canada. Things have certainly changed since our union was founded in 1881, but we have always stood for the same principles:

- The right of workers to organize and join a union that can negotiate with employers for a decent contract
- A fair day's work for a fair day's pay
- Retirement and health benefits
- Safety on the job
- Top-level training and skills
- Dedication to helping one another and our communities

The UBC is proud to offer the best training available, in all our UBC crafts. But what you bring to the table is just as important. I am convinced that you will have a successful career if you work hard on the job, apply yourself during training, and bring a positive attitude to work every day.

I hope this Welcome Packet helps you to understand what the UBC is about, and how you can become more involved.

I'm proud to welcome you to our union family.

BIENVENIDOS A LA FAMILIA DE LA UBC

A nombre de nuestros líderes electos, de nuestro personal, y de todos nuestros miembros, les damos la bienvenida a la Hermandad de Carpinteros y Alistadores Unidos de America (UBC).

Nuestra unión tiene una larga historia de unirse para apoyar a los hombres y las mujeres con habilidades que trabajan en los oficios que representamos en todos los Estados Unidos y Canadá. Las cosas han cambiado mucho desde que nuestra unión fue fundada en 1881, sin embargo, siempre hemos conservado los mismos principios:

- El derecho de los trabajadores a organizarse y formar parte de una unión que puede negociar buenos contratos con los empleadores
- Un día de trabajo justo por una paga justa
- Beneficios de salud y de jubilación
- Seguridad en el trabajo
- Habilidades y capacitación de primer nivel
- Dedicación para ayudarnos los unos a los otros, y a nuestras comunidades

La UBC está orgullosa de ofrecer la mejor capacitación posible, en todos nuestros oficios en la UBC, pero lo que usted aporta tiene la misma importancia. Estoy convencido de que usted tendrá éxito en su carrera si trabaja arduamente, participa activamente durante la capacitación, y mantiene una actitud positiva en el trabajo todos los días.

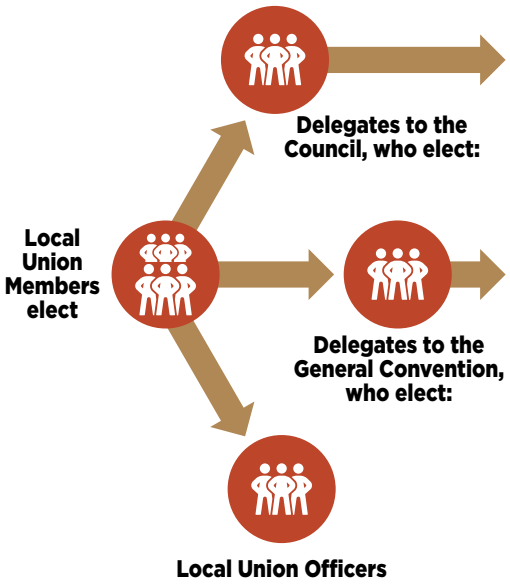
Espero que este Paquete de Bienvenida le ayude a entender de lo que se trata la UBC, y a saber cómo usted puede involucrarse más.

Estoy orgulloso de darle la bienvenida a nuestra familia de la unión.

Para más contenido en español
visite la página
https://www.carpenters.org/welcome-spanish

HOW OUR UNION WORKS

THE UBC DEMOCRACY



The Executive Secretary-Treasurer of the Council

The Officers of the Council

The General President
Douglas McCarron

The General Vice-President
Frank Spencer

The Second General Vice-President
David Tharp

The General Secretary-Treasurer
Thomas Flynn

The Five District Vice-Presidents

Eastern District
Bill Waterkotte

Midwestern District
Mark McGriff

Southern District
Dennis Donahou

Western District
RandyThornhill

Canadian District
Jason Rowe

THE STRUCTURE OF THE UBC

The UBC prides itself on being a representational democracy. Members elect their leaders, and each member has a say in how the UBC operates.

As a UBC member, you are responsible for voicing an opinion and attending meetings so that you can make informed choices about your UBC leadership.

> **Leaders at all levels of the union approach decision-making using one simple rule: Does it help the UBC grow or hold it back?**

If it helps the union grow and creates opportunities for members, the leadership works to make it happen.

ONE VISION: TO MAKE LIFE BETTER

Led by Peter J. McGuire, working carpenters founded the United Brotherhood of Carpenters and Joiners of America (UBC) in 1881. They organized for the same reasons many join today. They wanted safety, decent working conditions, a wage they could live on and a better life for their families.

The UBC did not come out of nowhere. It took decades of organizing for carpenters to create a union that could last through good times and bad. By 1903 the union had grown from about 4,800 members to more than 167,000 members across North America. McGuire's legacy lives on in Labor Day, a holiday he proposed.

Union carpenters were an important part of the labor movement that brought about major change for workers. Early on they fought for a 10-hour day; later the struggle was for the eight-hour day. Their slogan was, '8 for work. 8 for rest. 8 for what you will.'

Efforts like these early struggles show why a strong labor movement is important to the well-being of North America's middle class.

A lot has changed over the UBC's 140-year history. But helping carpenters and their families build a good life is still our number-one mission.

THANKS TO THE LABOR MOVEMENT

- Eight-Hour Workday
- Weekends Without Work
- Child Labor Laws
- Breaks at Work
- Overtime Pay
- Social Security
- Medicare
- Davis-Bacon Act (Federal Prevailing Wage)
- State Prevailing Wage laws
- Equal Pay Act
- Civil Rights Act
- Occupational Safety and Health Act
- Family and Medical Leave Act

UBC Founder Peter J. McGuire

UBC Headquarters in Washington DC

OUR STORY IS STILL BEING WRITTEN

Today the UBC is all about organizing and growth, service to our members, professionalism and leadership in the construction industry. Our goal is 70 percent market share—which means we are working to see that at least 70 percent of the work being done is being done union.

The new building for our Washington D.C., headquarters opened in 2001 at 101 Constitution Ave. NW, just across from the U.S. Capitol. We coordinate much of our public and governmental affairs from this prestigious address.

Also in 2001, we began a new era of training and education at the International Training Center (ITC), at 212 Carpenters Union Way in Las Vegas. This is the hub of our state-of-the-art skills training programs.

The ITC also houses our leadership development programs, where thousands of UBC members dig deep to learn more about themselves and get ready to lead on their jobsites and in their union halls.

In D.C. and Las Vegas, 21st-century buildings are physical symbols of our union's strength. That strength shows up at UBC jobsites, local union halls, regional councils and area training centers throughout North America.

But what gives these places life and intensity are the hard work and spirit of each and every UBC member.

That means you.

You are the heart and soul of this union. You learn your trade and earn your pay on the job and at the training center. You give up hours of your time and contribute your talents at union meetings and events. You volunteer and improve your community. You are politically active to make sure that elected officials are looking out for your best interests.

YOU MAKE YOUR UNION STRONGER EVERY DAY.

Learn about the UBC
https://www.carpenters.org/about-ubc

140 UBC PROUD 1881 2021

Read stories from UBC history!
https://www.carpenters.org/140-anniversary

TWENTY-FIRST CENTURY UNION

THE UBC EMBLEM

We hope you wear it proudly on your hardhat or jacket. But what does the UBC emblem mean?

Today's emblem was adopted in 1884 by the delegates at the UBC's Fourth General Convention. (It was originally designed in 1864.)

While some of the tools depicted in the emblem are no longer common on job sites, all of the design elements and the values they represent remain vital to the Brotherhood:

Motto: Inscribed in Latin, "Labor Omnia Vincit." It means "Labor Conquers All Things."

Rule: Signifies the UBC's commitment to live by the Golden Rule: "Do unto others as you would have them do unto you."

Compass: Represents the union's commitment to the social, moral, and intellectual well-being of its members.

Jack plane: A tool emblematic of the trade.

Colors: Pale blue represents our ideas as pure, clean, and lofty as the skies. The dark red symbolizes the blood that flows through the veins of those whose labor is honorable.

Shield or base of the emblem: Indicates that those legally wearing the emblem are morally bound to safeguard and protect the interests of the organization and its members.

Similar elements and symbols appear on our union label, which is affixed to quality products made by UBC members.

UBC CRAFTS

The UBC represents one trade with many crafts. Our members touch every aspect of a construction project, from foundation to finish.

General Carpenters build concrete foundations, exteriors, roofs, infrastructure, scaffolding, fine trim and finish work.

Floor Coverers install all types of floor coverings from wood to resilient, carpet to ceramic, industrial to sport surfaces.

Interior Systems Carpenters specialize in assembling acoustical ceilings, computer-access flooring, metal framing, wall partitions, and office furniture.

Lathers build structural frameworks for plaster and other materials, creating such wonders as theme park attractions and ornamental ceilings.

Millworkers and Cabinetmakers craft and install trim and molding, cabinetry, ceiling treatments, doors, windows, exposed columns and beams, displays, mantels, staircases, and more.

Millwrights install, maintain, diagnose, and repair equipment such as compressors, pumps, conveyors, gas and steam turbines, monorails, and extruders. They work at power plants and in many industries.

Pile Drivers drive steel, concrete, or wood piling into the earth during excavations and for skyscrapers, highways, and bridges, docks and wharfs. Some pile drivers are also commercial divers.

Residential and Framing Carpenters install flooring, windows, doors, interior trim, cabinetry, roofing, siding, insulation, drywall, and more.

HOW MEMBERS ENGAGE IN POLITICAL ACTION

Elections have consequences, and politics affects you – every day! Who gets elected decides how money is spent, what projects are approved and funded, how safety regulations are enforced, and whether the government enforces the rules to stop cheating contractors from stealing your work.

That is why the union needs your activism and involvement. We urge you to register, vote and volunteer. Our members walk precincts, staff phone banks and text-banks, and attend rallies to help the candidates who stand with us on Carpenter issues.

We show up at planning boards and town councils to support infrastructure and construction projects that will bring us work—and to protest against efforts that would harm workers.

We are a nonpartisan union—we support candidates who support our issues. Our actions make a difference, year after year.

CONSTRUCTION INDUSTRY TAX FRAUD DESTROYS COMMUNITIES

FIGHTING AGAINST TAX FRAUD

The UBC is a leader in the fight against the tax fraud epidemic that threatens our industry and our families.

A minimum of one in five contractors commit federal tax fraud in order to win low-ball bids and steal jobs from tax-paying businesses and their employees. It happens all the time in construction.

Corrupt contractors pay workers off the books—or sometimes classify them as independent contractors when they clearly shouldn't. That allows them to evade taxes, so they can illegally lower their labor costs to underbid law-abiding competitors.

Legislators and government agency leaders increasingly understand the issue and, with help from the UBC, are cracking down on criminals and cheating contractors.

JOIN THE FIGHT

stoptaxfraud
stoptaxfraud
stoptaxfraud

Text FRAUD to 855-439-1990

www.stoptaxfraud.net

SISTERS IN THE BROTHERHOOD

Every day, thousands of women play a critical role in making the UBC strong, on the job and in their union. Sisters in the Brotherhood (SIB) supports female members by helping them obtain craft training and leadership skills; by advocating on women's issues; and by mentoring new members and potential members.

The International SIB Committee publishes a newsletter, SIB Tips, to help SIB committees in regional councils be more effective. Resource materials are available to help committees set goals and develop strategies for career advancement and leadership.

GET INVOLVED

UBCSisters
UBCSIB
ubcsisters
UBC Sisters

www.carpenters.org/sisters-in-the-brotherhood/

CARPENTERS ON SOCIAL MEDIA

Be the first to learn what is happening with your union by jumping on our social media channels, signing up for text alerts, visiting Carpenters.org and downloading the **UBC Mobile App.**

The App gives instant access to your Training Verification Card (a list of your training, certifications and qualifications and much more), our 'For Our Members' Resource Hub; an interactive scanner; and other cool features.

To get the App:
- Open the "App Store" or "Google Play Store"
- Search for "UBC Mobile"
- Select "Install"/ "Get" to download

For UBC news via text:
- In the U.S., text UBC to 855-439-1990
- In Canada, text UBC to 877-705-2267

FOLLOW US

CarpentersUnited
UBCJA_Official
ubcja
United Brotherhood of Carpenters

AT THE TOP OF THE INDUSTRY

ICRA

Infection Control Risk Assessment, Best Practices in Healthcare

In a healthcare facility, patient care is everything. Unfortunately, thousands fall victim every year to infections caused by dust stirred up during renovation projects.

Completing construction without releasing harmful contaminants or disrupting daily operations while also meeting project schedules are primary concerns for healthcare officials. UBC contractors recognized this need as "mission critical." In response, the Carpenters International Training Fund (CITF) engaged leading infection control experts to guide development of an exclusive training program.

ICRA training teaches UBC members how to contain pathogens, control airflow, protect patients, and work without disrupting adjacent operations. Carpenters learn how to classify work areas to minimize risks, understand and adhere to ICRA protocols, and communicate with the facility's ICRA team.

The UBC's ICRA program is recognized throughout the healthcare field and has provided members with training, certification and abundant work opportunities. For more information about the program, visit www.UBC-ICRA.org or contact your local training center at www.carpenters.org/training-center.

INSTALL

The UBC's Training Alliance For Floor Covering Professionals

To get in on a prosperous construction career at the ground level, look no further than the UBC's floor covering program, INSTALL, the International Standards and Training Alliance.

There is no comparison—INSTALL exceeds all other training in the floor covering industry. Every major mill and manufacturer in the industry endorses INSTALL, and many require our certifications to install their products. INSTALL training standards are reviewed regularly by the U.S. Department of Labor and by the labor departments of Canadian provincial governments.

Through INSTALL, the UBC's floor covering training program is delivered across North America by more than 100 exemplary, veteran flooring instructors.

These professionally accredited educators keep up to date with the latest trends, technology, and techniques through INSTALL's extensive "train-the-trainer" program.

INSTALL apprenticeship and career-long training open the door to a prosperous career. INSTALL trained and certified professionals are the preferred installers in the industry. The INSTALL Warranty has guaranteed over $1 billion in floor covering installations since 2015, without one failure.

Ask about INSTALL at your regional training center, www.carpenters.org/training-center.

BUILDING SKILLS, GIVING BACK TO OUR COMMUNITIES

UBC JOB CORPS

Career Building for Youth in Need

The UBC is always looking to recruit the best and brightest to be union carpenters. The UBC National Job Corps Training Fund helps us do that. As a bonus, Job Corps provides a path to a great career for young men and women who are struggling to find success.

UBC Job Corps is a carpentry pre-apprenticeship program in the U.S. The program serves economically disadvantaged youth and has employed UBC members as instructors for more than 50 years. Job Corps itself began in 1964 during the Johnson administration's War on Poverty.

In addition to carpentry skills, UBC Job Corps offers career planning, on-the-job training, job placement, and other services. Tens of thousands of young people have completed Job Corps training and developed the capacity to move into satisfying construction careers.

UBC Job Corps operates 73 programs in 41 states and employs more than 100 UBC member-instructors. Applicants must be age 16–24. Program completion takes nine months to two years; the average stay is about 11 months.

Learn more at www.carpenters.org/job-corps.

CARPENTERS IN THE COMMUNITY

Our Members as Helpers and Heroes

When you join the UBC, you join a family. Your brothers and sisters in the union stand together in good times and bad and help one another in times of need.

But we also step outside our own concerns to contribute to our communities in meaningful ways, often using skills learned on the job and in our training centers.

Throughout our organization, members regularly give their time and talent and participate in Habitat for Humanity, build wheelchair ramps, fix park structures, renovate homes for severely injured military veterans, support families affected by natural disasters, save lives, and so much more. The skills and pride of our members allow us to make an impact, both on and off the jobsite.

Ask your union rep or steward how you can get involved!

THE GOLD STANDARD – UBC SKILLS TRAINING

Our instructors transfer skills and knowledge to union members at more than 200 regional training centers throughout North America. Our cutting-edge curriculum is developed at the Carpenters International Training Center (ITC) in Las Vegas.

The four-year UBC apprenticeship teaches the core skills carpenters need to excel. Apprentices learn through a combination of on-the-job training at UBC jobsites and coursework performed at the regional training centers.

By the time you finish your apprenticeship and become a journey-level carpenter, you have mastered the skills to perform at a high level on the job. In addition to intensive basic skills, the apprenticeship includes introductions to UBC craft areas.

We also offer lifelong career training through our journey-level upgrade courses. By upgrading your skills and earning certifications that are demanded in many sectors of the industry, you open doors for advancement in new and growing fields. Upgrades and advancement are the keys to staying employed in construction over the life of your career.

Watch a video on our training

http://bit.ly/2HKb7fD

A SAMPLING OF UBC TRAINING PROGRAMS

Mobile Elevated Work Platform—learn safe and proper operation of scissor lifts, boom lifts and other equipment that hoists personnel and equipment.

Building Envelope—learn to install all the components that enclose the interior space of a building to protect the indoor climate and environment.

Powered Industrial—learn safe and proper operation of heavy duty industrial lift trucks.

Riggers and Signalers—earn a certification in the all-important skill of rigging, hoisting, moving and placing of heavy objects.

Scaffolding—become an expert in the safest methods of constructing and assembling all types of construction scaffold systems.

Solar—learn the standards and operation of technologies for residential, commercial and large solar installations in this fast-growing industry.

SUPERINTENDENT CAREER TRAINING

Superintendent Career Training (SCT) is an 18-month classroom and on-the-job program. Graduates of SCT are equipped to oversee and manage productive work sites that keep projects on time and within budget.

SKILL, SAFETY, PRODUCTIVITY, ATTITUDE

The mission of the Carpenters International Training Fund (CITF) is to provide state-of-the art training for UBC members.

IT'S ALL IN THE TVC

Keeping Track of Your Training History

Training Verification Cards (TVC) help UBC members track their current training and stay eligible for future training. This individual, wallet-sized plastic card includes a QR code which, when scanned, displays your training record, certifications and qualifications. The TVC also displays your name, UBC ID number, local union, classification (journeyman, apprentice), craft, union membership status and dues paid-through date.

You can also access the information on your TVC card by logging in to the UBC Mobile App. That way you have the information anywhere you have your mobile device. (See Page 7)

TVC's are linked to the CITF's TRAIN software, which tracks members through training and records certifications and qualifications. UBC training centers can add photos in TRAIN, view the card, reprint the card and issue a temporary PDF card.

ONLINE LEARNING AVAILABLE!

Some UBC skills training programs are available completely online through our Learning Management System (LMS). Ask for more information at your local training center.

LEADERSHIP FOR TODAY AND TOMORROW

The UBC places a top priority on developing the total professional. We are dedicated to helping our members become technical experts—and to develop as great communicators and effective leaders.

When you increase your leadership skills, you can contribute at a high level on any jobsite, as well as in your union hall. As more members become transformational leaders, we all help to improve the union and the industry.

The UBC's Department of Education and Training (DET) leadership programs include:

3rd Year Apprentice: Helping Build Our Industries
Apprentices play an important role in the union and the industry. Learn how professionalism, productivity, skill and attitude contribute to your success.

UBC Journeymen: Building Leadership for a Strong Future
Journeymen and journeywomen develop leadership, mentoring, coaching, and communication skills—and learn to lead by example.

212 Journeymen: Next Level UBC Leaders
For those who pursue high-level communication skills and leadership characteristics, and have been active in the development of their brothers and sisters in the field.

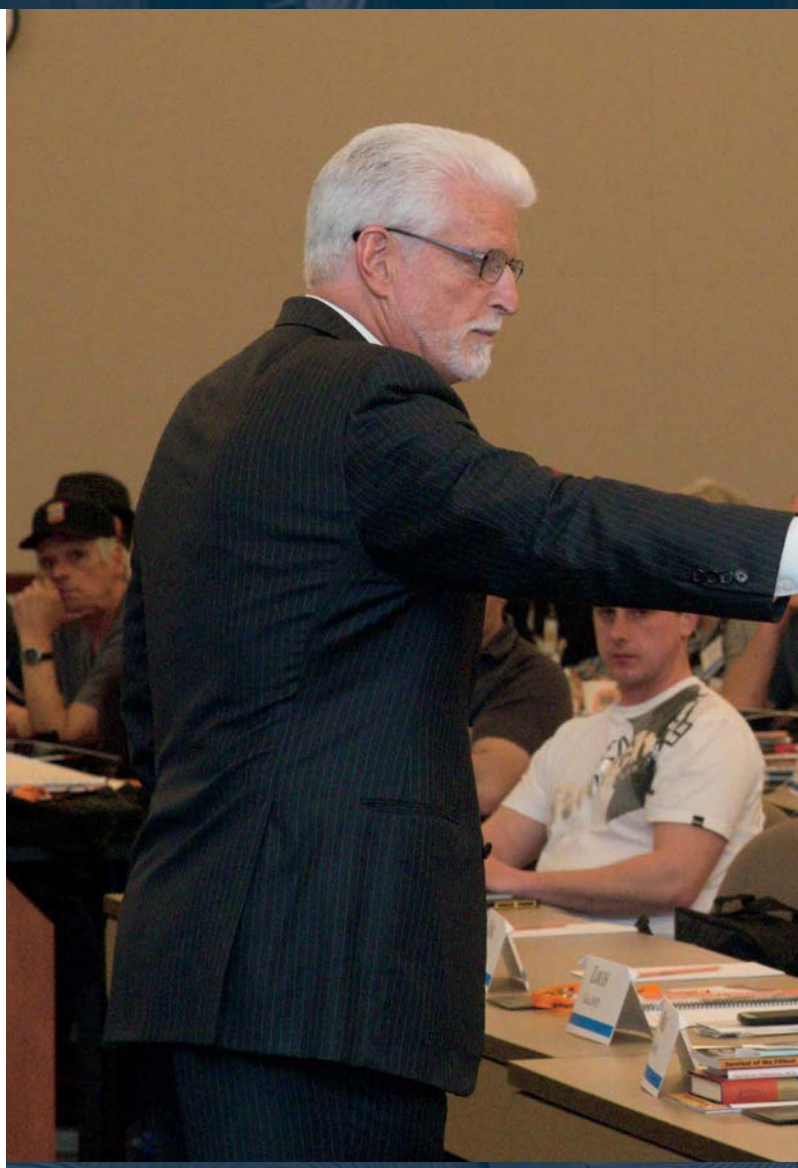
Collaborative Leadership: Building Jobsite Leaders
Participants at the Foreman level and above learn how to take a team approach to problem solving and allow solutions to develop from the best ideas of the crew.

Foreman Training: Building a Solid Foundation
Learn the importance of productivity and develop plans to improve jobsite performance.

Watch a video on journeyman leaders

http://bit.ly/2Sob2Tb

Learn more about
ONLINE DET LEADERSHIP PROGRAMS!
https://ubc-det.carpenters.org/.



GOOD UNION LEADERSHIP MEANS

BELIEF – in the merits and purpose of unionism, and in the Brotherhood.

RESPONSIBILITY – Willingness to meet the daily obligations of being a member.

PARTICIPATION – Willingness to give personal time and energy in service to the union.

LOYALTY – Pride in being a part of the union; commitment to the Brotherhood and to each other.

THE MISSION OF THE DET

To develop the total professional: Carpenters who are not only technical experts in their craft, but who also demonstrate effective communication and leadership qualities.

UNION MEMBER RIGHTS AND OFFICER RESPONSIBILITIES UNDER THE LMRDA

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in federal court.

UNION MEMBER RIGHTS

Bill of Rights - Union members have
- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

Copies of Collective Bargaining Agreements - Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

Reports - Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Forms LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

Officer Elections - Union members have the right to
- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

Officer Removal - Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships - Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

Prohibition Against Certain Discipline - A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

Prohibition Against Violence - No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

UNION OFFICER RESPONSIBILITIES

Financial Safeguards - Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a federal crime punishable by a fine or imprisonment.

Bonding - Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts that exceed $5,000.

Labor Organization Reports - Union officers must
- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS
- retain the records necessary to verify the reports for at least five years

Officer Reports - Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer Elections - Unions must
- hold elections of officers of local unions by secret ballot at least every three years
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year
- mail a notice of election to every member at least 15 days prior to the election
- comply with a candidate's request to distribute campaign material
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used)
- permit candidates to have election observers
- allow candidates to inspect the union's membership list once within 30 days prior to the election

Restrictions on Holding Office - A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans - A union may not have outstanding loans to any one officer or employee that in total exceed $2,000 at any time.

Fines - A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

The above is only a summary of the LMRDA. Full text of the act, which comprises Sections 401–531 of Title 29 of the U.S. Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave., NW, Room N-5616, Washington, D.C. 20210, or at www.dol.gov.

DERECHOS DE LOS MIEMBROS DE LA UNIÓN Y RESPONSABILIDADES DE LOS OFICIALES BAJO LA LEY DE NOTIFICACIÓN Y DIVULGACIÓN OBRERO-PATRONAL

La Ley de Notificación y Divulgación Obrero-Patronal (LMRDA, por sus siglas en inglés) garantiza ciertos derechos a los miembros de las uniones e impone ciertas responsabilidades sobre los oficiales sindicales. La Oficina de Normas Obrero-Patronales (OMLS) es responsable por el cumplimiento de ciertas disposiciones de la Ley de Notificación y Divulgación Obrero-Patronal, y en cambio otras disposiciones, como la carta de derechos, pueden solo hacerse valer por los miembros de la unión a través de demandas privadas en los juzgados federales.

DERECHOS DE LOS MIEMBROS DE LA UNIÓN

La Carta de Derechos: Los miembros de la unión tienen
- derechos equitativos de participación en las actividades sindicales
- la libertad de expresión y asamblea • decir en la determinación de cuotas y valoraciones
- protección del derecho a demandar
- amparo en contra de disciplina impropia

Acuerdos de Negociación Colectiva: Los miembros de la unión y los empleados que no son parte de la unión tienen el derecho a recibir o inspeccionar copias de los acuerdos de negociación colectiva.

Reportes: Se requiere que las uniones presenten un reporte inicial de información (Formulario LM-1), copias de las constituciones y los reglamentos internos, en adición a un reporte financiero anual (Formulario LM-2/3/4) con la Oficina de Normas Obrero-Patronales. Las uniones deben hacer que los reportes estén disponibles para los miembros y permitir que ellos examinen los documentos y registros de apoyo para causa justa. Los reportes son información pública y copias de los mismos están disponibles en la Oficina de Normas Obrero-Patronales.

Elecciones de los Oficiales: Los miembros de la unión tienen el derecho a:
- nominar candidatos para los cargos
- postularse para un cargo
- votar en un voto secreto
- protestar sobre la conducta en una elección

Retiro de Cargo de Oficiales: Los miembros locales de la unión tienen el derecho a tener un procedimiento adecuado para retirar del cargo a un oficial elegido que sea culpable de conducta impropia seria.

Fideicomiso: Las uniones únicamente pueden ser puestas en un fideicomiso a través de una organización de origen por las razones que se especifican en la Ley de Notificación y Divulgación Obrero-Patronal.

Prohibición En Contra de Disciplina Cierta: Ni una unión, ni ninguno de sus oficiales, puede multar, expulsar o de otra forma disciplinar a un miembro por hacer valer cualesquiera de los derechos establecidos en la Ley de Notificación y Divulgación Obrero- Patronal.

Prohibición En Contra de la Violencia: Nadie puede utilizar o amenazar con utilizar fuerza o violencia para interferir con un miembro de la unión cuando este hace valer sus derechos bajo la Ley de Notificación y Divulgación Obrero-Patronal.

RESPONSABILIDADES DE LOS OFICIALES DE LA UNIÓN

Protecciones Financieras: Los oficiales de la unión tienen la obligación de manejar los fondos y la propiedad de la unión únicamente para el beneficio de la unión y de sus miembros de acuerdo con la constitución de la unión y con sus reglamentos internos. Los oficiales de la unión o los empleados de la unión que malversen o roben fondos sindicales u otros bienes están cometiendo un crimen federal que puede ser penado por una multa y/o prisión.

Fianza: Los oficiales de la unión o los empleados que manejan fondos o propiedad de la unión deben tener una fianza para proporcionar protección contra pérdidas si su unión tiene propiedad o recibos financieros anuales en exceso de $5,000 dólares.

Reportes de las Organizaciones Laborales: Los oficiales de la unión deben
- presentar un reporte inicial de información (Formulario LM-1) y reportes financieros anuales (Formularios LM-2/3/4) ante la Oficina de Normas Obrero-Patronales
- mantener los registros necesarios para verificar los reportes por lo menos por cinco años.

Reportes de los Oficiales: Los oficiales y los empleados de la unión deben presentar reportes que se relacionen con cualesquiera préstamos y beneficios que se reciban de, o que tengan cierto interés financiero en, los empleadores cuyos empleados son representados por sus uniones y las empresas que tratan con sus uniones.

Las Elecciones de los Oficiales: Las uniones deben
- llevar a cabo elecciones de los oficiales de las uniones locales por medio de boletas electorales secretas por lo menos cada tres años
- llevar a cabo elecciones regulares de acuerdo a su constitución y sus reglamentos internos y guardar todos los registros por un año
- enviar por correo una notificación de elección a cada miembro por lo menos quince días antes de la elección
- cumplir con la petición de un candidato para distribuir material de campaña
- no utilizar fondos o recursos de la unión para promover a ningún candidato (ni tampoco se pueden utilizar fondos o recursos de los empleadores)
- permitir a los candidatos tener observadores en las elecciones
- permitir que los candidatos inspeccionen la lista de membresía de la unión dentro de un periodo de treinta días antes de la elección.

Restricciones sobre la Toma de Cargos: Una persona que ha sido declarada culpable de ciertos crímenes no podrá fungir como un oficial de la unión, un empleado, ni otro tipo de representante sindical por hasta trece años.

Préstamos: Una unión no puede tener préstamos en saldo pendiente hacia ningún oficial o empleado en particular que en total exceda $2,000 dólares en ningún momento en particular.

Multas: Una unión no puede pagar la multa de ningún oficial o empleado que haya sido encontrado culpable de una violación a consciencia y voluntaria de la Ley de Notificación y Divulgación Obrero-Patronal.

Lo anterior es simplemente un sumario de la Ley de Notificación y Divulgación Obrero-Patronal. El texto completo de la ley, que incluye las Secciones 401-531 del Título 29 del Código Estadounidense, puede encontrarse en muchas bibliotecas públicas, o puede obtenerse al escribirle al Departamento del Trabajo de los Estados Unidos, Oficina de Normas Obrero-Patronales, 200 Constitution Ave., NW, Room N-5616, Washington, D.C. 20210, o en el Internet en la página www.dol.gov.

Procedures for Objecting Nonmembers to File With the Union Objections to The Expenditure of Dues for Purposes Not Germane to Collective Bargaining

Union membership is an asset of great value to working people. Union membership alone provides workers with a measure of control over their wages, hours, benefits, and working conditions.

Under Section 8(a)(3) of the National Labor Relations Act, 29 U.S.C. 158(a)(3), employers and unions have the right (except in so-called right-to-work states) to enter into agreements requiring that workers, as a condition of employment, join and maintain their membership in the union.

This law and policy is consistent with the democratic principle of majority rule, and it ensures that everyone who benefits from union representation shares in the cost of providing that benefit. Consistent with this principle and the law, many collective bargaining agreements between employers and UBC Local Unions and Councils ("affiliates") of the United Brotherhood of Carpenters and Joiners of America ("UBC") require as a condition of employment that workers enjoying the benefits of these agreements join the union and remain members in good standing.

Over the years, however, the National Labor Relations Board and the courts have, to some degree, undermined union security by holding that these clauses can be enforced against workers who refuse to join the union or resign from it only to the extent of requiring "financial core" membership, that is, the payment of union initiation fees and periodic dues. Workers cannot lawfully be required to actually join a union as a condition of employment. But, again, they can be required to pay the union an amount equal to the dues and fees uniformly required of union members.

These rulings clearly contradict the plain language of the statute, which specifically states that an employer can lawfully make an agreement with a union "to require as a condition of employment membership" in the union. Nevertheless, unless and until these legal interpretations are changed, the UBC will follow the prevailing law and enforce union security provisions in a manner consistent with the statute and applicable court decisions.

Recently, backward-looking court decisions have further narrowed workers' union security rights, holding that "financial core" nonmembers can file with the union an objection to paying for union activities that are not "germane" to collective bargaining in order to obtain a rebate of that portion of their dues, which is determined to have been expended for nongermane purposes.

Like most unions, the UBC spends a great amount of its funds on activities that even the courts agree are directly related to collective bargaining. In addition, the UBC expends some funds for other activities, including organizing, legislative activity, publications, etc. All of these activities help to strengthen our union and thereby create a more favorable position for labor in the collective bargaining process. In that sense, every one of these activities advances our union's fundamental mission—workers joining together to better their lives. However, backward-looking court decisions have taken an extremely narrow view of the role of the trade union movement, ruling that certain such activities are not "germane" to the labor organization's function as the legally recognized representative of workers in collective bargaining.

"Financial core" membership carries with it very high costs—the loss of all of the benefits, rights, and privileges that workers would otherwise be entitled to as union members. These include (1) the right to receive union funeral benefits; (2) the right to vote on whether a strike will be called against their employer; (3) the right to vote on the rate of dues they are required to pay; (4) the right to vote on the ratification of collective bargaining agreements that determine their wages, hours, and working conditions; (5) the right to vote in the election of the union officers and stewards who represent them; (6) the right to attend, speak, and vote at union meetings, where union policies that directly affect their jobs are determined; and (7) the right to a transfer card, so that they are not required to pay a new initiation fee if they go to work in a different collective bargaining unit, which frequently happens when a worker changes jobs.

In short, these nonmember workers lose very important rights, benefits, and privileges, including the right to meaningful involvement in setting the terms and conditions of their employment—a voice and a vote in union governance—thereby allowing others to unilaterally make decisions affecting them, their families, and their livelihoods.

It is illegal for an employer to compensate a nonmember worker in any way for the loss of these valuable union rights and benefits. As for the union, it is required by law to represent nonmembers in the same way that it represents members. While the union will meet this requirement of law, it will not do anything for nonmembers that is not absolutely required by law.

Objecting nonmembers who choose to file with the union objections to the expenditure of dues for purposes not germane to collective bargaining must comply with the following procedures:

SECTION 1: Workers who are covered by a union security agreement, who meet their union security obligation by paying all dues and fees but who choose or who have chosen not to become members of the union, or who have resigned from the union (hereafter "nonmembers"), may file objections to expenditures of dues for activities not germane to collective bargaining. Such workers filing objections in accordance with procedures set forth herein shall be entitled to receive an appropriate reduction of their dues or fees. **SECTION 2:** Nonmembers who wish to file an objection shall do so annually by notifying in writing the general secretary-treasurer of the UBC at 101 Constitution Avenue, N.W., Washington, DC 20001, of their objections. For those who have previously filed, the annual notice of objection must be received at the above address between April 1 and April 30 of the current year. The objection must include the objector's social security number, a statement of the nature of the objection, and the objector's current home address, and it must identify the objector's UBC affiliate. Provided, however, that the UBC will honor nonmember employees' express, written statement to the UBC that they object on a continuing basis to supporting union activities not related to collective bargaining and contract administration. The nonmember objector is obligated to inform the general secretary-treasurer of any change in address. Upon receipt of a proper objection as described above, the UBC shall send the objector a letter of acknowledgment and notify the objector's UBC affiliate that an objection has been filed. Those individuals who, for the first time, regardless of when it occurs during the year, choose to resign their union membership, or who refuse to join the union and who wish to file an objection, must send their objection to the general secretary-treasurer no later than 30 days from the date of their resignation or refusal, as otherwise specified above. **SECTION 3:** Nonmember objectors shall be charged for all activities germane to collective bargaining, including all union expenditures for activities or projects normally or reasonably undertaken by the union to advance the employment-related interests of those it represents in collective bargaining. Such nonmember objectors shall not be charged for those expenditures that are not germane to collective bargaining. The term "germane" shall be given the most expansive scope allowed by law. **SECTION 4:** The general secretary-treasurer shall review the UBC's audited records and determine the amounts of expenditures incurred in the prior fiscal year that are chargeable and nonchargeable to the objector, that is, those that are germane to collective bargaining and those that are nongermane. The general secretary-treasurer shall allocate union expenses into major categories and shall designate those expenses as either germane or nongermane. The objector's UBC affiliate shall be responsible for reviewing its audited financial records to determine germane and nongermane expenses in general accordance with the principles and procedures specified herein. These UBC affiliates are independent of the UBC and are solely responsible for complying with the procedure specified in this Notice as respects their own expenditures and implementing reductions communicated to them by the UBC and other affiliates. In this regard the UBC bears no responsibility or liability for the actions or inactions of its affiliates. **SECTION 5:** The UBC's and the affiliate's review described in Section 4 shall be completed no later than July 31 of the year following the year in which the expenditures were made. As soon thereafter as practicable, a description of chargeable and nonchargeable expenditures shall be mailed to each nonmember who has filed a timely and proper objection under this procedure. The appropriate UBC affiliate shall mail the nonmember objector and the general secretary-treasurer its description of chargeable and nonchargeable expenditures. **SECTION 6:** The amount to be paid by the nonmember objector shall be calculated based upon the percentage of chargeable and nonchargeable expenditures indicated in the review. For the review completed in 2019, the UBC's chargeable expenses were 68.03% of its total expenditures. Thus, the per capita tax for the objecting nonmember paid by the affiliate to the UBC shall be reduced by that amount. For 2019, the chargeable expenditures of the objector's affiliate shall be determined by the affiliate and made available to the objector. Thus, the objecting nonmember's dues shall be reduced accordingly. The most current available audit report shall be used by both the UBC and the UBC affiliate to determine the amount to be paid by the nonmember objector. When more current audit reports and reviews become available, the amount to be paid by the objector shall be adjusted accordingly. Any subsequent adjustment in favor of the objector will be sent to the objector as soon as is practicable. **SECTION 7:** Nonmembers filing a proper and timely notice of objection pursuant to Section 2 shall receive a dues reduction in the amount calculated under Section 6 above beginning within sixty (60) days of the receipt of their objection. They shall also receive a dues rebate in the percentage amount of their dues reduction back to the date of their objection. **SECTION 8:** Nonmembers filing a proper and timely notice of objection pursuant to Section 2 herein may challenge the calculation of chargeable and nonchargeable expenditures by filing a challenge with the general secretary-treasurer of the UBC, at the address indicated above. Such challenge must be in writing and must be sent to the UBC within thirty (30) days from the date of mailing of the description of chargeable and nonchargeable expenditures as set forth in Section 5. Failure to comply with this procedure will render any purported challenge invalid. **SECTION 9:** The arbitration procedure which follows is not mandatory. Nonmembers may pursue their rights under all other available legal procedures. Upon receipt of a proper and timely challenge, the general secretary-treasurer shall refer same to the American Arbitration Association (AAA) for determination under the AAA's Rules for Impartial Determination of Union Fees. Challenges may be consolidated by the general secretary-treasurer for determination by the AAA as appropriate. The general secretary-treasurer shall have the authority to informally resolve challenges in the best interests of the UBC. The arbitrator shall have jurisdiction over all procedural matters affecting the arbitration. A court reporter shall make a transcript of all proceedings before the arbitrator at the expense of the UBC. The transcript shall be the official record of the proceeding and may be purchased by the challenger or otherwise made available for inspection as required by the arbitrator. Fees and costs charged or associated with a party's representative shall be borne by that party. **SECTION 10:** At the arbitration the union shall have the burden of establishing that the reduced dues amount being charged to objecting nonmembers is lawful. In determining the correct amount of the dues reduction, the arbitrator shall give full consideration to the legal requirements limiting the amount the objector may be charged and shall set forth the legal and arithmetical basis of such determination in the written decision. The order and decision of the arbitrator shall be final and binding on all parties. **SECTION 11:** The UBC shall establish an escrow account containing the portion of dues paid by nonmembers filing challenges pursuant to Section 8 herein which reasonably may be in dispute in arbitration. Upon receipt of the arbitration award, the escrow fund shall be distributed in accordance with the arbitrator's decision.

Procedimientos para Objetores que No son Miembros para Presentar a la Unión sus Objeciones sobre los Gastos de Cuotas para Propósitos que no son Pertinentes a la Negociación de Convenios Colectivos

La membresía de la unión representa un gran valor para las personas que trabajan. La membresía de la unión por sí sola proporciona a los trabajadores una medida de control sobre sus salarios, sus horas, sus beneficios y sus condiciones de trabajo.

Bajo la Sección 8 (a) (3) de la Ley Nacional de Relaciones Laborales, 29 U.S.C. 158(a)(3), los empleadores y la unión tienen derecho (excepto en los estados que se hacen llamar estados con derecho a trabajar "right-to-work") a entrar en acuerdos que requieren que los trabajadores, como condición de empleo, se afilian a la unión y mantengan su membresía con la misma.

Esta ley y esta política son consistentes con los principios de la democracia donde rige la mayoría, y se asegura que todos los que se benefician con la representación de la unión compartan los costos que proporcionan esos beneficios. De forma consistente con este principio y la ley, muchos de los acuerdos de convenios colectivos entre empleadores y las Uniones Locales y Concilios ("filiales") de la Hermandad de Carpinteros Unidos y Enlistadores de América (UBC, por sus siglas en inglés) requieren como condición de empleo que los trabajadores que disfrutan los beneficios de estos acuerdos se afilien a la unión y permanezcan como miembros en buenos términos.

A través de los años, sin embargo, la Junta Nacional de Relaciones Laborales (National Labor Relations Board) y las cortes han, hasta cierto grado, debilitado la seguridad de la unión al sostener que estas cláusulas pueden ser impuestas contra los trabajadores que se rehúsen a afiliarse a la unión o renuncien a ella sólo hasta el punto de extender la "cuota financiera" requerida de la membresía, es decir, el pago de cuotas de iniciación de la unión y los cargos periódicos. Por ley, no se puede requerir que los trabajadores se afilien a la unión como una condición de trabajo. Sin embargo, se les puede pedir que paguen a la unión una cantidad igual al monto de los pagos y las cuotas que se requieren de todos los miembros de la unión.

Estos reglamentos claramente contradicen el simple lenguaje del estatuto, el cual especifica a los estados que un empleador puede legalmente hacer un acuerdo con una unión "para requerir como una condición de empleo la membresía" en la unión. Sin embargo, a menos que, y hasta que, estas interpretaciones legales cambien, la UBC seguirá la ley prevaleciente y exigirá las medidas de seguridad de la unión de una manera consistente con el estatuto y las decisiones aplicables de la corte.

Recientemente, decisiones retrógradas tomadas por la corte han acotado aún más los derechos de seguridad de los trabajadores de la unión, estableciendo que las personas que no son miembros de la unión pueden registrar con la unión una objeción por pagarle a ésta por las actividades que no son "pertinentes" a los convenios colectivos con el fin de obtener un descuento de esa porción de sus cuotas que se han gastado en propósitos "no pertinentes".

Como la mayoría de las uniones, la UBC gasta una gran parte de sus fondos en actividades que incluso las cortes están de acuerdo con su directa relación con los convenios colectivos. Además, la UBC gasta otros fondos para otras actividades, incluyendo la organización, la actividad legislativa, las publicaciones, etc. Todas estas actividades ayudan a fortalecer a nuestra unión y así crean una posición más favorable para el trabajo en el proceso de negociación de los acuerdos colectivos. En ese sentido, cada una de estas actividades refuerza la misión fundamental de nuestra unión – los trabajadores unidos para mejorar sus vidas. Sin embargo, las decisiones retrógradas de las cortes han tomado una visión extremadamente estrecha del papel del movimiento de intercambio de la unión, estableciendo que algunas de estas actividades no son "pertinentes" a la labor de organización como el representante legalmente reconocido de los trabajadores en el proceso de negociación del convenio colectivo.

La membresía considerando sólo un "núcleo financiero" lleva consigo costos muy altos – la pérdida de todos los beneficios, derechos y privilegios de los trabajadores que de otra manera no tendrían derechos como miembros de la unión. Estos derechos incluyen: (1) el derecho a recibir beneficios fúnebres por parte de la unión, (2) el derecho a votar sobre si se realizará una huelga en contra de su empleador, (3) el derecho a votar sobre las tarifas que se requieren pagar, (4) el derecho a votar en la ratificación de acuerdos de convenios colectivos que determinarán sus salarios, sus horarios y sus condiciones de trabajo, (5) el derecho a votar en la elección delos oficiales de la unión y aquellos que los representan, (6) el derecho a asistir, hablar o votar en las reuniones de la unión, donde se determinan las políticas de la unión que afectan directamente sus trabajos, y (7) el derecho a una tarjeta de transferencia, para que si ellos se van a trabajar a unaunidad diferente de convenio colectivo no tengan que pagar una nueva cuota de iniciación, lo cual sucede frecuentementecuando el trabajador cambia de empleo.

En resumen, estos trabajadores que no pertenecen a la unión pierden importantes derechos, beneficios y privilegios, incluyendo el derecho a involucrarse de manera significativa en establecer los términos y condiciones de sus empleos – una vozy un voto en las decisiones de la unión – permitiendo así a otros realizar decisiones unilaterales que les afectan a ellos, sus familias y sus vidas.

Es ilegal que un empleador compense a un trabajador que no pertenece a la unión de cualquier manera por la pérdida de estos valiosos derechos y beneficios de la unión. En cuanto a la unión, ésta require por ley representar a personas que no pertenecen a ella, al mismo tiempo que representa a sus miembros. Mientras que la unión cumple con estos requerimientos de la ley, no hará nada que no sea absolutamente requerido por ley por las personas que no pertenecen a ella.

Las personas que no pertenecen a la unión que están en desacuerdo y deciden registrar sus objeciones con la unión sobre los gastos de las cuotas por propósitos no pertinentes a un convenio colectivo deben cumplir con el siguiente procedimiento:

SECCIÓN 1: Los trabajadores que están cubiertos por un acuerdo de seguridad de la unión, quienes cumplen con las obligaciones de seguridad de la unión pagando sus cargos y cuotas, pero que deciden o que han decidido no convertirse en miembros de la unión, o que han renunciado a la unión (por lo tanto no son miembros de ella), pueden registrar objeciones sobre los gastos por cuotas designadas para actividades no pertinentes al convenio colectivo. Estos trabajadores registrarán sus objeciones de acuerdo con los procedimientos establecidos aquí y tendrán el derecho de recibir una reducción apropiada por sus cargos y cuotas. **SECCIÓN 2:** Los que no son miembros de la unión y desean registrar una objeción lo harán anualmente notificando por escrito sus objeciones al Secretario General-Tesorero de la UBC a la dirección 101 Constitution Avenue, N.W., Washington, D.C. 20001. Para aquellos que han registrado una objeción previamente, una notificación anual de sus objeciones debe ser recibida en la dirección mencionada entre el 1 de abril y el 30 de abril del año en curso. Ésta debe incluir el número del seguro social del objetor, una declaración de la naturaleza de su objeción, la dirección del hogar del objetor, y debe identificar al objetor como afiliado a la UBC. El objetor que no es miembro está en la obligación de informar al Secretario General-Tesorero de cualquier cambio de dirección. Una vez recibida la objeción apropiada, como se describió previamente, la UBC enviará al objetor una carta de reconocimiento y notificará a la filial del objetor que una objeción ha sido registrada. Aquellos individuos quienes, sin importar, a pesar de cuándo haya ocurrido durante el año, decidan renunciar a la membresía de la unión, o quienes se rehúsen a unirse a la unión y deseen registrar una objeción, deben enviar su objeción al Secretario General-Tesorero no más de 30 días después de su fecha de renuncia o de la fecha en la que se rehusaron a unirse, como se especificó previamente. **SECCIÓN 3:** Los objetores que no son miembros deberán pagar por todas las actividades pertinentes al convenio colectivo, incluyendo los gastos por las actividades de la unión o proyectos que normalmente, o de manera razonable, lleva a cabo la unión para avanzar los intereses relacionados con el empleo de aquellos que representan en el convenio colectivo. No se cobrará a aquellos objetores que no son miembros por los gastos que no son pertinentes al convenio colectivo. El término "pertinente" se considerará según el marco más amplio de acuerdo con la ley. **SECCIÓN 4:** El Secretario General-Tesorero revisará los documentos auditados de la UBC para determinar la cantidad de gastos incurridos en el año fiscal previo que se le cobrarán o no cobrarán al objetor, lo que quiere decir, todos aquellos que son pertinentes al convenio colectivo y aquellos que no lo son. El Secretario General-Tesorero debe designar los gastos de la unión en categorías principales y designar esos gastos como pertinentes o no pertinentes. La filial o sucursal de la UBC del objetor será responsable de revisar los documentos financieros de la auditoría para determinar los gastos pertinentes y no pertinentes de acuerdo con los principios yprocedimientos especificados aquí. Estas filiales de la UBC son independientes de la UBC y son responsables de cumplir con los procedimientos especificados en este Aviso con lo que respecta a sus propios gastos y el comunicar las reducciones implementadas para ellos por parte de la UBC y otras filiales. En este aspecto, la UBC no tieneninguna responsabilidad u obligación por las acciones o no acciones de sus filiales. **SECCIÓN 5:** La revisión descrita en la Sección 4 por la UBC y sus filiales debecompletarse antes del 31 de julio del año siguiente en el que se realizaron los gastos. Tan pronto como sea práctico, una descripción de los gastos que se le cobrarán, y los que no, será enviada a cada persona no miembro que haya registrado con el tiempo apropiado su objeción bajo este procedimiento. La filial apropiada de la UBC enviará por correo al objetor no-miembro y al Secretario General-Tesorero la descripción de gastos que se cobrarán y los que no se le cobrarán. **SECCIÓN 6:** La cantidad a ser pagada por la persona objetora no-miembro será calculada sobre la base del porcentaje de gastos que se cobrarán y que no se cobrarán como se indica en la revisión. Para la revision terminada en 2019, los gastos de la UBC que se cobraron fueron el 68.03% de sus gastos totales. Por lo tanto, el impuesto per cápita para los objetores que no son miembros que fue pagado por la filial a la UBC se deberá reducir por esa cantidad. Para el 2019 los gastos que pueden cargarse a la afiliada del objetor serán determinados por la afiliada y se harán disponibles al objetor. El reporte de la auditoría más actual y disponible será utilizado tanto por la UBC como por la filial de la UBC para determinar la cantidad a pagar por el objetor no-miembro. Cuando los reportes de auditoría y las revisiones más recientes estén disponibles, la cantidad a pagar por el objetor será ajustada de esta manera. Cualquier ajustesubsecuente a favor del objetor se le enviará tan pronto como sea práctico. **SECCIÓN 7:** Las personas no miembros que registren dentro del periodo establecido y de laforma adecuada su objeción según lo estipulado en la Sección 2 recibirán una reducción en sus pagos por la cantidad calculada bajo la Sección 6 antes mencionadacomenzando sesenta (60) días después de haber recibido la objeción. También recibirán un descuento en sus cuotas en el porcentaje de la cantidad de la reducción de sus cuotas hasta el día en el que realizaron su objeción. **SECCIÓN 8:** Las personas no-miembros que registren dentro del periodo establecido y de la manera adecuada suobjeción según lo estipulado en la Sección 2 pueden objetar los cálculos de los gastos cobrables y los no cobrables al registrar sus objeciones con el Secretario General-Tesorero de la UBC, a la dirección indicada anteriormente. Esta objeción debe ser por escrito y debe ser enviada a la UBC dentro de treinta (30) días de la fecha de envió de la descripción de los gastos que se cobrarán y los que no se cobrarán como se especifica en la Sección 5. El no cumplir con este procedimiento hará que su objeción sea inválida. **SECCIÓN 9:** El proceso de arbitraje descrito a continuación no es obligatorio. Los que no son miembros pueden hacer valer sus derechos por medio de todos losprocedimientos legales disponibles. Una vez recibida la objeción dentro del periodo apropiado y de la forma adecuada, el Secretario General-Tesorero se referirá a laAsociación Americana de Arbitraje (AAA, por sus siglas en inglés) para determinación bajo las Reglas y Determinaciones Imparciales de las Cuotas de la Unión de la AAA. Los retos pueden ser consolidados por el Secretario General-Tesorero para su determinación por la AAA como sea apropiado. El Secretario General-Tesorero tendrá laautoridad de resolver la objeción de manera informal en el mejor interés para la UBC. El árbitro tendrá la jurisdicción sobre todos los asuntos de procedimiento que afecten el arbitraje. Un reportero de la corte hará la transcripción de todos los procedimientos frente al árbitro a expensas de la UBC. La transcripción será el registro oficial delprocedimiento y puede ser adquirida por el objetor o puede estar también disponible para su inspección como lo requiera el árbitro. Los cargos y costos cobrados oasociados con un representante serán cubiertos por esa parte. **SECCIÓN 10:** En el arbitraje, la unión tendrá el peso de establecer que la cantidad de las cuotas reducidascobradas a los objetores que no son miembros son legales. En determinar la cantidad correcta de la reducción de las cuotas, el árbitro dará su completa consideración a los requerimientos legales limitando la cantidad que al objetor se le puede cobrar y determinará las bases aritméticas y legales de tal determinación de la decisión escrita. La orden y la decisión del árbitro será final y obligatoria para todas las partes. **SECCIÓN 11:** La UBC establecerá una cantidad determinada de depósito que contenga la porciónde cuotas pagadas por los que no son miembros que registran objeciones como en la Sección 8 las cuales pueden estar en disputa de arbitraje. Una vez recibida la solución del arbitraje, el fondo del depósito será distribuido de acuerdo con la decisión del árbitro.

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

Headquarters Building
101 Constitution Avenue NW
Washington DC 20001

International Training Center
212 Carpenters Union Way
Las Vegas, NV 89119

www.carpenters.org

See more about the
International Training Center at
https://www.carpenters.org/ITC