Welcome

to the Florida Carpenters Regional Council





www.flcrc.org



Member Packet contents

We encourage all new members to become familiar with the UBC's membership information on Carpenters.org. Scan this QR code to view it.

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Common Shorthand

Here are common terms that you will hear often, whether on the jobsite, in the training center, or at the Union Hall:

FLCRC	Florida Carpenters Regional Council	ITC	International Training Center	
	The formal name of the trade union for carpenters, millwrights, and pile drivers in Florida		The training campus in Las Vegas, Nevada, which hosts training and leadership development	
FCTTF	Florida Carpenters Training Trust Fund The formal name of the training program for Florida union carpenters, millwrights, and pile drivers		for members, instructors, staff, employers, and industry partners	
		DET	Department of Education and Training	
EST	Executive Secretary-Treasurer The chief executive and top officer of a		The training program that focuses on developing soft skills needed to be effective jobsite leaders, such as communications, leadership, mentorship,	
	Regional Council		etc. for members, staff, instructors, employers and industry partners	
E-Board	The elected officers of the Regional Council who oversee Council operations Council Representative	SIB	Sisters in the Brotherhood	
			A program within the UBC that focuses on the unique challenges and professional	
REP			development of female union carpenters, millwrights, and pile drivers	
	The formal name of the Council staffers who develop work opportunities, recruit and grow our	ICRA	Infection Control Risk Assessment	
UBC	Council, and facilitate member services United Brotherhood of Carpenters & Joiners of America The formal name of our North American trade union		A healthcare construction protocol program that	
UDU		DOL	sets best practices for working in occupied facilities The United States Department of Labor.	
		DUL	The United States Department of Labor The government agency tasked with oversight	
CITF			and supervision to ensure fair labor practices in the USA	
		NLRB	National Labor Relations Board	
			A government agency that enforces the National Labor Relations Act – the primary law protecting the rights of unions	

A Message from James F. Banks, Jr.

Executive-Secretary Treasurer, Florida Carpenters Regional Council



Welcome to the Florida Carpenters Regional Council and the United Brotherhood of Carpenters and Joiners of America!

You are now part of a long and proud history of the American labor movement. Together, we stand with millions of other unionized workers to bring better wages, benefits, and working conditions to the American worker.

This effort for the workers of America has been hard fought and won through strength, unity, and diligence. Your first task as a union carpenter, millwright, or pile driver is to always be proud of that history and learn from it.

The Florida Carpenters Regional Council is dedicated to helping our members succeed in the workplace by paving the way for them to create a great quality of life for themselves and their family. We believe every worker is entitled to dignity, job security, a safe work environment, good benefits and competitive wages for the work they do.

The great leadership of our parent organization, the UBC, set a goal of achieving 70% market share throughout North America. Here in Florida, we take that challenge seriously and strive to meet and exceed that goal.

We succeed by working hard every day, by having great relationships in place with our employers, and by providing training that is second-to-none. These strategies combine to keep opportunities flowing for our members.

I am proud to welcome you to our Florida family. We look forward to seeing great things from you, whether on the jobsite, in the training center, or at the Union Hall.

Fraternally,

James F. Banks, Jr.

Executive Secretary/Treasurer

Our Union's structure

The United Brotherhood of Carpenters and Joiners of America

is our parent organization, governing five districts - Eastern, Midwestern, Western, Southern, and Canadian - and operating from headquarters in Washington D.C. and Las Vegas, NV. The UBC operates an International Training Fund (ITF) and the Department of Education and Training (DET). The ITF and DET present training that increases the technical and leadership skills of UBC members, instructors, Regional Council staff, employers, and industry partners. This training is conducted at its Las Vegas, Nevada training center and at more than 200 training centers across North America.

The UBC Southern District

oversees the USA's 11-state Southern tier: From the Carolinas and Tennessee, down to Florida and over to Texas. There are three Regional Councils in the Southern District: Florida, Central South, and Southeastern.

The Regional Council

is an organization that represents the UBC locally. There are 16 Regional and District Councils - three in Canada and 13 in the United States. An Executive Secretary-Treasurer is the top officer and manages operations with help from Council Representatives and elected officers. Council Delegates meet quarterly to hear reports from the staff, give their input on Council activities, and vote on matters before the union.

The Florida Carpenters Regional Council

service area includes all of Florida and a small portion of southern Georgia. We represent more than 3,600 members, including carpenters, millwrights, pile drivers, industrial maintenance workers and public employees. Council Representatives are active in keeping members working, assisting our employers, organizing new contractors, negotiating contracts negotiations, recruiting new members into the union and, many other activities to grow our organization.

The Florida Carpenters Training Trust Fund

is the training arm for FLCRC members. There are training centers throughout the state which all operate from a standardized curriculum. Training is provided for apprentices who are new to the carpenters union, and existing journeymen who earn and maintain qualifications, and hone their skills throughout their career.

The Local Union

is an organization within a Regional Council, to which every member of our Union belongs. Members elect their Local Union officers and delegates and vote on issues at monthly meetings. Delegates nominate and elect council officers.

General Executive Board

General President
General Vice President
Second General Vice President
General Secretary-Treasurer
District Vice Presidents:

- Canadian
 Eastern
- Southern
 Midwestern
- Western

Regional Councils

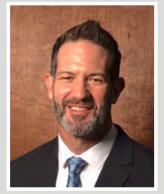
Executive Secretary-Treasurer Executive Board and Trustees Delegates from each Local Council Representatives & Staff

Members in Local Unions

Journeymen and Apprentices
Retirees
Local Executive Board
Delegates to Regional Council

A Message from Jason B. Engels

Vice President, UBC Southern District



Hello and welcome to the United Brotherhood of Carpenters. You are now part of an elite group of men and women whom we equip with the skills to create a rewarding career and a great quality of life for themselves and their families.

As a member of the Florida Carpenters, you are also part of the UBC's Southern District, which covers Florida, Tennessee, North and South Carolina, Georgia, Alabama, Mississippi, Louisiana, Arkansas, Oklahoma, and Texas. Our family of Regional Councils includes yours, the Florida Carpenter Regional Council, along with the Central South Carpenters Regional Council and the Southeastern Carpenters Regional Council.

Florida carpenters, millwrights and pile drivers play a crucial role in fueling the state's construction community with superior work, jobsite leadership, and teamwork. Your Council leaders are known throughout the UBC for their talents in training and supporting members so that our employers and end users have highly skilled professional carpenters, millwrights, and pile drivers who provide outstanding work for their customers in a safe work environment.

It's a win-win situation: We provide unmatched skills for our employers, who then remain competitive in bidding for work. When our partners succeed, we succeed. And when we succeed, you personally experience that success in your wages and career advancement opportunities.

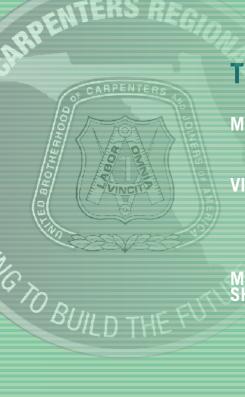
I look forward to seeing the great things that will be accomplished by your skills and your dedication.

Congratulations on making the smart career decision of joining the United Brotherhood of Carpenters and the Florida Carpenters Regional Council! Let's get to work!

Yours in Solidarity,

Jason B. Engels

UBC Southern District Vice-President



The Mission and Vision of the FLCRC

MISSION

Elevate the quality of life of our members and their families by providing (1) elite skill and leadership training; (2) high wages and quality benefits; (3) support for economic justice and equality in the workplace; (4) opportunities for career advancement; and (5) representation for the unrepresented.

VISION

Achieve and maintain 70% (or better) market share in the Florida Carpenters Regional Council Service area by providing our partners with highly skilled jobsite leaders who enjoy a good quality of life for themselves and their families, and by creating long-term ownership of the Council by an active and engaged membership.

MARKET SHARE The overall goal for the UBC and the FLCRC is to capture 70% of the construction work in a given city or area so that it is completed by union carpenters, millwrights, or pile drivers. For Industrial locations, our goal is a 70% or better membership at that employer.

Market share at this level or higher will ensure that the work is of high quality and is safe, productive, and well-paying. This will protect our members and provide opportunities for the new generation of carpenters.

< Watch a video >

on why market share is so important by scanning this QR code.

















TRAINING

Well-equipped training facilities throughout the state provide our members with the best skills and safety training available. Outstanding training leads to increased productivity, which leads to better pay, while keeping everyone safe. Instructors provide training for members to give them the skills to have a safe and productive career. We also provide our contractor partners with highly skilled, safe, and the most productive carpenters in the industry.

EQUALITY IN THE WORKPLACE

We believe every worker is entitled to dignity, job security, a safe working environment, good benefits and competitive wages for the work they do. Everyone deserves an equal opportunity to succeed. We believe that on the job you are measured by the work you do, not who you are. Our union is dedicated to non-discrimination in how we operate as a union and how we work for our members in the workplace. We support our members who believe they have been illegally discriminated against on the job.

ORGANIZING

Bringing new carpenters, millwrights, pile drivers, and partnering contractors into the Union grows our organization. This helps us to provide better training and negotiate stronger contracts that improve wages, benefits and working conditions for everyone. We also help workers who are not represented by the union and covered by a contract to get on-the-job representation and the protections of a contract.

Wages and Benefits

Journeyman wages are \$30 or more depending on craft. Apprentices start at 67% of the journeymen rate and receive increases at regular intervals during the program. Wages vary and are established by the contract in each area. Check with your Local Union for details.

A portion of your hourly rate is paid into the Health and Welfare Fund and the Pension Funds. These benefits will be reviewed in a separate session. Check the schedule for the full member orientation, where you will receive your benefit information.

Membership Dues where Do My Dues Go?

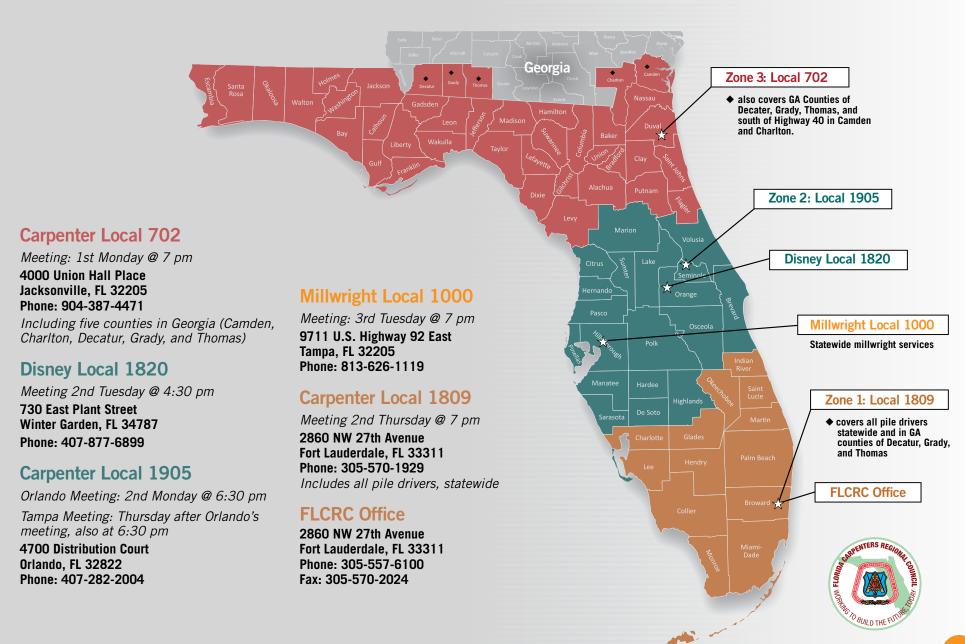
Members frequently ask: "Where do my union dues go?" or "What do I get for my dues?"

Dues money is used to pay expenses at the Local Union, Council, and International levels. Union dues are not used for political donations. Membership dues above the constitutional minimum are voted upon by the Local Union. International and Council dues are voted upon by delegates.

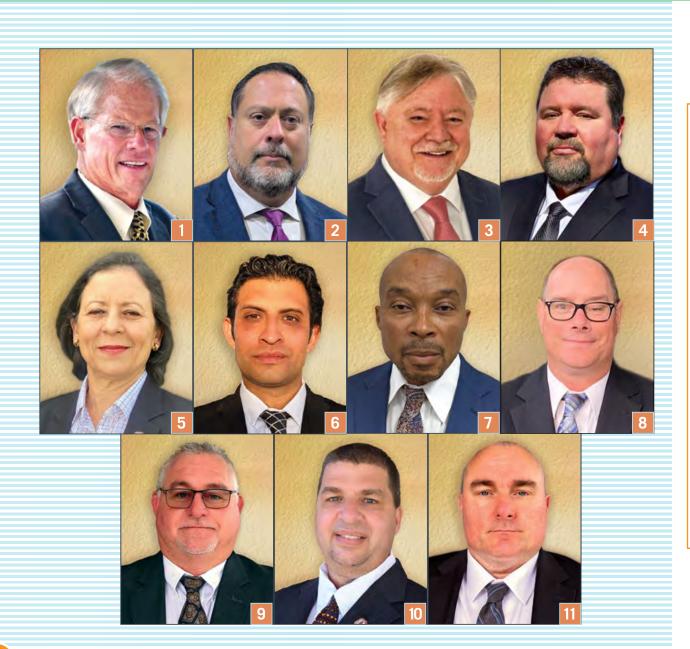
Membership dues paid to the International provide staffing and support for nationwide operations, and for the operation of the International Training Center, in order to educate staff, instructors and members in variety of programs. Membership dues paid to the Council are used to maintain offices, employ the staff, and fund expenses, supplies, materials, and other day-to-day operations.

Most Council staff are assigned to a Local Union office and supplemental support is provided to each location. The remaining staff work as assigned. Your Council Representative meets with contractors and union employers, prepares and presents contract proposals for bargaining, advises and participates in representation issues, conducts union education and training for officers and other local leaders, assists local officers in their duties, ensures labor law compliance and any other activities vital to the local union operation.

FECRE Locals and Work Zone Locations



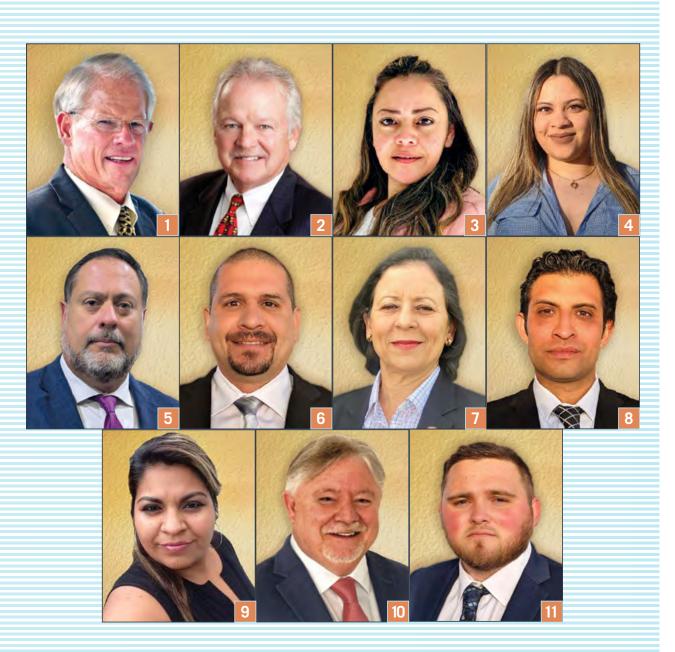
FLCRC Regional Council Officers



E-Board

- 1. James F. Banks, Jr. Executive Secretary-Treasurer
- 2. Frank D'Angelo President
- 3. Ronnie Rogers Vice President
- 4. Jimmie Jordan, Jr. Executive Committee
- 5. Aleyda Rodriguez Executive Committee
- 6. Alex Jiron Executive Committee
- 7. Robert Washington Warden
- 8. Michael Harper Trustee
- 9. Randy Page Trustee
- 10. Matthew Swanson Trustee
- 11. Joseph Stevens Conductor

FLCRC Representative Staff



Council Office

1. James F. Banks, Jr. **Executive Secretary**

-Treasurer

jbanks@flcrc.org Office: 305-557-6100

2. Franklin Grav

Senior Consultant & Special Projects

fgray@flcrc.org Cell: 305-725-6991

3. Maria Jimenez

Council Office Manager & Executive Assistant to the EST

mjimenez@flcrc.org Office: 305-557-6100

4. Yocasta Rivera **Council Office Assistant**

yrivera@flcrc.org Office: 305-570-1929

South Florida

5. Frank D'Angelo

Council Political Director 11. Derrick Rogers and South Florida **Area Manager**

fdangelo@flcrc.org Cell: 954-325-1496

6. Miguel Saldivar

Team Leader and **Council Representative Local 1809**

msaldivar@flcrc.org Cell: 305-494-9838

7. Aleyda Rodriguez

Council SIB Coordinator and Council Representative **Local 1809**

arodriguez@flcrc.org Cell: 305-389-0499

8. Alex Jiron

Council Representative, Local 1809

ajiron@flcrc.org Cell: 305-785-0463

9. Willnelia Garcia

Office Manager, **Local 1809**

wgarcia@flcrc.org Office: 305-570-1929

Disney

10. Ronnie Rogers

Area Manager, Disney Local 1820

rrogers@flcrc.org Cell: 407-221-2785

Council Representative. **Local 1820**

drogers@flcrc.org Cell: 407-271-5926

FLCRC Representative Staff (continued)



North Florida

1. Randy Page
Area Manager,
North Florida
Local 702

rpage@flcrc.org Cell: 352-258-2768

2. Joe Stevens Council Representative,

Local 702 jstevens@flcrc.org Cell: 305-803-9497

3. Debra Rigdon Office Manager, Local 702

> drigdon@flcrc.org Office: 904-387-4471

Central Florida

4. Matthew Swanson

Area Manager, Central Florida Local 1905

mswanson@flcrc.org Cell: 407-310-9064

5. Alfonso Ortiz
Council Representative,
Local 1905

aortiz@flcrc.org Cell: 407-383-3965 6. Jennifer Swanson

Office Manager, Local 1905

local1905@flcrc.org Office: 407-282-2004

Statewide Millwrights

7. Matt Bartles

Area Manager, Millwrights Local 1000

mbartles@flcrc.org Cell: 813-990-9857

8. Karen Cockream

Office Manager, Local 1000

kcockream@flcrc.org Office: 813-626-1119

Industrial

9. Jason Weitzel

Area Manager Industrial/Public Members

jweitzel@flcrc.org Cell: 954-557-5685

A Message from Jimmie Jordan, Jr.

State Training Director, Florida Carpenters Training Trust Fund



On behalf of the instructors, officers and staff of the Florida Carpenters Training Trust Fund (FCTTF), welcome!

Now that you've become a Florida union carpenter, millwright or pile driver, you have access to one of most highly regarded carpenter and pile driver training programs in the UBC.

At any of our training facilities around the state, your training will cover everything from craft-specific construction methodologies and the latest in safety training to University-level communication and leadership skills – all traits that will make you be in high demand on job sites.

The Florida Carpenters Training Trust Fund mission is clear: Provide outstanding skill training to create a productive, safe, teamwork-oriented apprentice; and then continue that support for journeymen along their career path by offering a continued stream of skill enhancement and leadership training.

The Florida Carpenters Training Trust Fund is affiliated with the UBC's International Training Fund, which gives us access to its more than \$250 million in training materials and coursework, all developed by subject matter experts, based on the evolving needs of today's construction industry.

Our training is specialized, relevant and designed to meet real-world challenges presented by contractors, manufacturers and the end user. That keeps you employable, our employers competitive, and the Union strong.

Please give our website a long look and feel free to contact your Local Training Coordinator for more information or any questions you may have. We are found at FloridaCarpenters.org. See you at the training center!

Fraternally,

Jimmie Jordan, Jr. State Training Director

FCTTF Program Overview

Training centers are located throughout the state, and are open for all active members to attend, from new apprentices to journeymen wanting to refresh their skills or earn a qualification or certification for a special skill.

Classes are scheduled based on contractor needs and member requests. Funding is provided by a portion of your hourly pay. These training programs are U.S. Department of Labor approved and provide the training to help you earn bigger paychecks and to stay safe on the job.

A sample of courses include:

CARPENTERS

- Safety
- ICRA
- Scaffolding
- Heavy Form
- Interior Systems
- Trade Show
- Floorcovering
- Pile Driving

MILLWRIGHTS

- Compressor
- Material Handling
- Oil and Gas
- Power Generation
- Renewable Energy
- Auto
- Pulp & Paper
- Mechatronics

< Learn More >

Snap this QR Code to review specifics of our in-demand skill training.



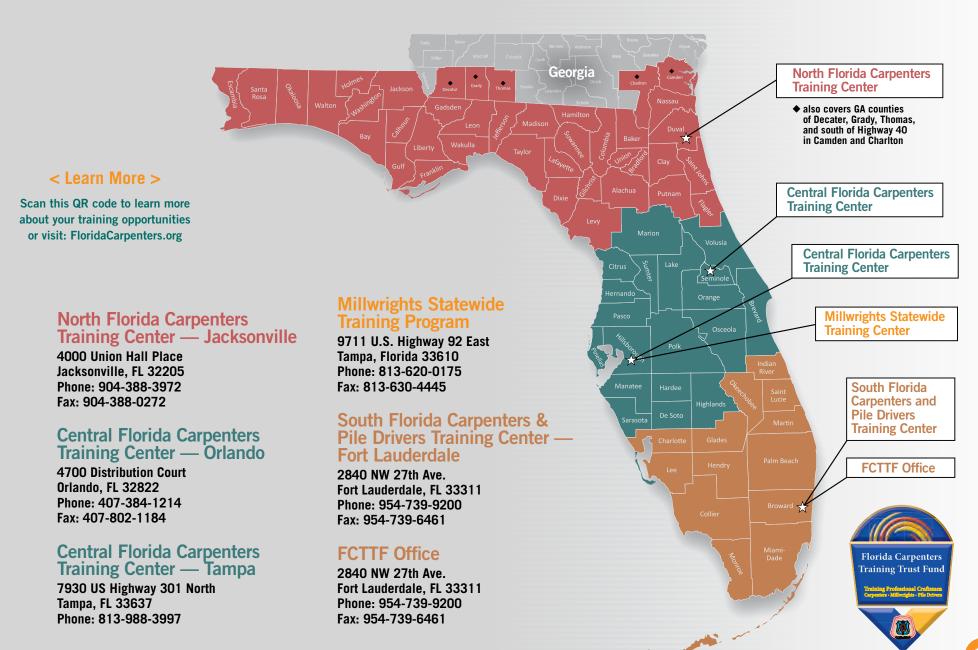




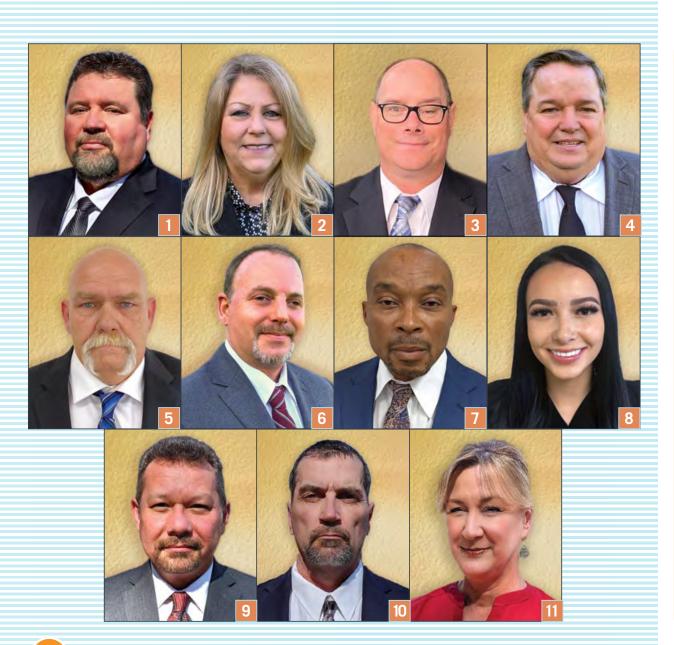




Facilities and Offices



FCTTF Training Staff



Central Office

1. Jimmie Jordan, Jr. State Training Director jjordan@fcttf.org Office: 954-739-9200

Karen Hewitt

Program Operations Coordinator and Financial Controller

khewitt@fcttf.org Office: 954-739-9200 x12

North Florida

3. Michael Harper, Jr. Training Coordinator, North Florida

> mharper@fcttf.org Office: 904-388-3972

Central Florida

4. **Jeffrey Elliott**Training Coordinator,

Central Florida jelliott@fcttf.org Office: 407-384-1214

5. Georrge Hudson Instructor

ghudson@fcttf.org Office: 813-988-3997

South Florida

6. Jason Hearn

Training Coordinator South Florida

jhearn@fcttf.org Office: 954-739-9200

7. Robert Washington

Instructor

rwashington@fcttf.org Office: 954-739-9200

8. Denisse Munoz

Administrative Assistant South Florida

dmunoz@fcttf.org Office: 954-739-9200

Millwrights

9. Guy Carter

Training Coordinator, Millwrights

gcarter@fcttf.org Office: 813-620-0175

10. William "Bill" Jolley

Instructor

bjolley@fcttf.org Office: 813-620-0175

11 Lacinda Prestwood

Office Manager, Millwrights

Iprestwood@fcttf.org Phone: 813-620-0175

UBC Department of Education and Training

The UBC's Department of Education & Training (or "DET") is the architect behind training members as they develop the necessary skills to be successful on and off the jobsite. The DET aligns education, training, and development of its members and employees with the mission, vision, and strategic priorities of the Brotherhood.

The DET Learning System includes training tools & programs to improve both individual & organizational performance at every level. Its focus centers on developing heightened abilities in communication, leadership, management, public speaking, and marketing.

The DET also provides technical assistance and internal consulting on education, training, and organizational development matters throughout the UBC.

Guided by the strategic priorities of Growth, Skill & Professionalism, and Organizational Effectiveness, the DET is creating the foundation for the UBC to achieve its goal of securing the future of working carpenters by achieving 70% or more market share.



Support Development of the Brotherhood

Use Process Thinking to Drive Learning Transfer that Produces Organizational Impact

Develop and Sustain a Unionwide Learning Management System of Coordinated Programs

Recognize Differences Among Affiliates and Crafts

< Watch a video >

Scan this QR code to review our DET Training Overview.



Leadership Training: We Build Strong

The UBC is building strong in the construction industry because we are the best of the best. How? By going beyond craft training to training of staff and the leaders of tomorrow. We place a top priority on developing the total professional – carpenters, millwrights, and pile drivers who are not only technical experts in their craft, but who also demonstrate effective communication and leadership qualities.



UBC International Training Center

The Carpenters International Training Center (the "ITC") is a thriving testament to the Brotherhood's commitment to skills and productivity, and to building strength as a union and an industry partner. It serves as the hub of the UBC, where its members can rapidly deliver in-demand skills into the field.

The ITC, which is operated by the Carpenters International Training Fund, supports the creation of new courses that meet contractors' evolving needs, and it is home to ongoing refinements in core courses such as interior systems, scaffolding, concrete form-work, commercial doors and hardware, gas- and steam-turbine installation and maintenance, and many others.















Our industry is changing quickly and we must meet the demands of shifting cultural expectations. As more members become transformational leaders, they are transforming their jobsites, as well as their union halls, to a constructive culture. This change paves the way for future generations by adopting practices that will lead to 70% market share, greater productivity, and overall, a better way of life for our members and their families. Staff participate in developing programs to enhance their skills to face the challenges of today. Members have opportunities to participate in programs to grow into the future leaders of the UBC.

> < Watch a video > Scan this QR code to watch a UBC Leadership video.

- Train local trainers
- Direct member training in power-generation and other specialty crafts
- Hosting of industry conferences
- Development programs such as leadership, productivity, project management, communications, and others.
- 1.2 million square foot campus, over 300 guest rooms, full dining facilities, dozens of classrooms, and flexible conference space
- Programs invest more than \$250 million a year to develop and deliver training
- Network of more than 200 training centers across North America
- 2,500 full-time instructors



< Watch a video >

Scan this QR code to watch a overview of the UBC International Training Center.



Union Workers Have Rights...

- A good job with benefits
- A living wage that can support a family
- Security and dignity in work and retirement
- A safe and secure workplace
- Education and training to reach our full potential

...but with Rights Come Responsibilities

- Being productive, efficient workers
- Producing high quality work that we stand behind
- Improving our communities
- Helping coworkers achieve safety and security on the job
- Being active citizens and informed voters
- Attending union meetings
- Being involved in union activities

A Message from Frank D'Angelo

FLCRC Political Director



Hello, brothers and sisters! Being part of the Florida Carpenters Regional Council and the UBC places you in a brotherhood and sisterhood that has helped create significant changes in the workplace, such as the implementation of laws to protect workers, Social Security benefits, OSHA regulations, and Federal prevailing wage and overtime pay laws. These achievements were made possible thanks to the unwavering commitment of politically active members who fought hard to make them a reality.

The political work of the UBC and its members is vital and ongoing, taking place every day in Washington D.C., state capitols, and local city, county, and community town halls. The Florida Carpenters Regional Council is actively working towards creating and passing laws that safeguard workers' rights, safety, healthcare, and livelihood. As a member of the FLCRC, your active participation is crucial to achieve these goals. The journey begins at your Local Union meeting, where you have a voice and voting power based on the constitution and by-laws of the Local Union.

Congratulations on becoming a Union carpenter, millwright, or pile driver! I look forward to working with you to help all workers accomplish the American dream.

Stronger Together!

Frank D'Angelo

FLCRC Political Director



UBC Mobile App

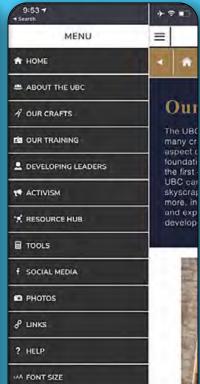
The UBC Mobile app is a direct connection to the UBC, with information about the organization and content specific to membership, training, political action, and featured news.

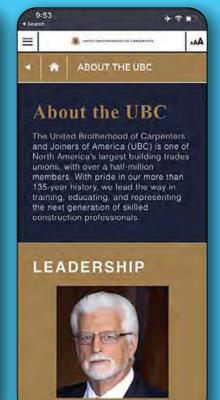
KEY FEATURES ACCESSIBLE ON THE APP INCLUDE:

- Instant access to the 'For Our Members' resource hub
- □ Certification & training program information
- Department specific resources, programs, contact information & more
- Member featured "Photo of the Week"& media gallery

- Training Verification Card access
- Regional Council resources, such as staff directory, Local Union and Training Center information, and Union Impact
- Interactive scanner & tools such as, arc calculator, area converter, area calculator, unit converter
- The Carpenter Magazine







< DOWNLOAD >

For Android Devices.

< DOWNLOAD >

For Apple Devices.

Useful Links

United Brotherhood Florida Carpenters Florida Carpenters Stop Tax Fraud **Regional Council** Training Trust Fund of Carpenters stoptaxfraud.net floridacarpenters.org carpenters.org flcrc.org Occupational National Labor Department of Labor **Equal Employment** Safety and Health **Relations Board** Opportunity DOL.gov Administration Commission **NLRB.gov** OSHA.gov EEOC.gov



Florida Carpenters Regional Council

Great Wages. Job Security. Respect.

Council Office:

2860 NW 27th Avenue

Fort Lauderdale, FL 33311

Phone: 305-557-6100 Fax: 305-570-2024

Web Site: flcrc.org

Sign-up to receive texts from the FLCRC.

Type 877-44-FLCRC in the "to" line at the top of your phone. In the message, type FLCRC. **Press send**.*

^{*} While the Florida Carpenters Regional Council will never charge you for text messaging, your carrier's message and data rates may apply.