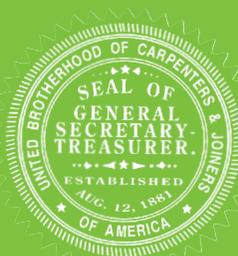




Secretary's UPDATE



from the office of the General Secretary-Treasurer

Spring 2021

Vaccines Bringing Return to Normalcy But More Needs to be Done

Brothers and Sisters:

Almost 15 months after the COVID-19 pandemic took hold, we are seeing real progress toward restoring public health and economic stability, thanks to the introduction of COVID-19 vaccines.

The vaccine is safe and effective. And ensuring that as many people as possible get fully vaccinated is important for health and safety of our members on and off the jobsite. It is also important because of the economic impact the virus continues to have, even as infection and death rates drop. The faster we can get our economies back on solid footing the more work opportunities there will be for our members.

In the U.S., the Biden-Harris administration has made historic progress in managing the vaccination process and enacted the American Rescue Plan (ARP), which is providing much needed relief from economic hardship. In Canada, vaccine supply and the pace of vaccinations have grown recently, bringing hopes for a reopening of the U.S.-Canada border soon.

The UBC has created posters and flyers to help speed information about the ARP to members, and we ask that you prominently display these materials at local union dues counters, training centers and other member-accessible sites. Printed copies have been shipped to local unions and are available in the Affiliate Resources section of Personify. A PDF version of the flyer is included with this newsletter.

Finally, we are excited that the International Training Center has begun a phased reopening and we look forward to welcoming council leadership and staff to our first programs in June. These will be followed by CITF Train-the-Trainer programs and DET staff leadership courses in July. We expect to restart member programs in the fall, beginning with Third Year Apprentices, and industry conferences later this year. We are requiring all who visit the ITC to provide proof of full vaccination in order to attend ITC programs.

Please see Page 2 for information about how members can indicate their vaccination status by visiting their regional training center and having it entered into the TRAIN system. This will help with recruiting participants for programs at the ITC and for jobsites where vaccinations will be required.



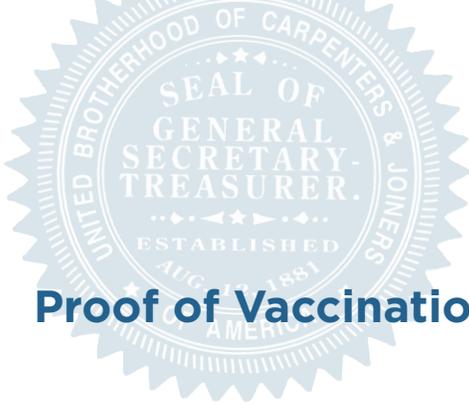
General Secretary-Treasurer
Thomas J. Flynn

IN THIS ISSUE

- Vaccination Tracking
- Tips for Personify Users
- Financial Statements
- ARP Poster

Fraternally and Sincerely,

Thomas J. Flynn
General Secretary-Treasurer



Proof of Vaccination in the TVC

Vaccination against COVID-19 is about saving lives, preventing serious illness and protecting the community. It's also about protecting our members' ability to work steadily—and complying with employer rules for the jobsite. In many cases, proof of vaccination is or will be a requirement for entrance onto construction worksites.

In addition, it is a requirement for anyone attending a program at the International Training Center.

To help speed the process, the Carpenters International Training Fund (CITF) created a new COVID-19 Vaccine Verification additional qualification/certification to include proof of vaccination in the TRAIN system. When information for this qualification/certification is added to the TRAIN system by a user at a training center it will be visible on the member's Training Verification Card (TVC).

In addition, a CITF skill code (VACCINE) will be added to the member's record in the Personify system. This will help individual members and employers—and will allow dispatchers to quickly identify eligible members when a request for a vaccinated crew comes in.

Members can go to their regional training center and show the staff their completed vaccination record. They will also have the opportunity to sign a form saying they understand this information is going to be stored in the system, although the image of the card will not be uploaded to the system. The decision to sign the form is voluntary and those not signing it will not have their vaccination information stored on TRAIN.

This process is similar to when a member has a training certification from a third-party entity, such as a welding certification. Adding this to the TRAIN system shows that the member has indicated that they have the credential but does not validate that credential.

Please be sure to promote this convenient process among all UBC members and contractors.



UBC Payment Services Online!

See billing info and submit payments through our new web portal: <https://www.e-billexpress.com/ebpp/UBCJA>



Facts about Non-Member Classifications

The UBC Constitution recognizes several non-member classifications. Those who are classified as non-members are not eligible for reduced dues and they cannot vote or hold office. Following is a breakdown with definitions and explanations of when these classifications should be used.

AGENCY

This classification covers an individual working in a bargaining unit who does not want to be a member, where legally allowed. Those with Agency classification are required to pay monthly dues or a fee equivalent to cover collective bargaining costs. They do not receive the benefits of membership other than wages and benefits negotiated for that bargaining unit.

APPLICANT

The Applicant classification covers a Journeyman candidate for membership where an agreement has been made permitting the payment of the initiation fee over a period of 90 days.

The applicant shall pay dues for each month beginning the month of application.

When the applicant has paid the initiation fee in full and is accepted into membership, the classification should be updated to a member class. The initiation date will remain the day of application.

The International Initiation Fee Per Capita will not be charged to the affiliate until the member has paid the initiation fee in full and

is moved to a member classification. The International will charge the monthly per capita charge for dues on an applicant.

The Applicant classification cannot not be used with a member who is being brought in under General Office Initiation Fee Dispensation.

Reference Section 44B of the UBC Constitution for more information.

APPRENTICE APPLICANT

This classification covers an apprentice candidate for membership where an agreement has been made permitting the payment of the initiation fee over a period of 90 days.

See the information under “Applicant” above for identical additional facts about the Apprentice Applicant classification.

BECK

This classification covers a non-member who pays only the fees and dues necessary to collective bargaining, in accordance with Communication Workers of America v. Beck, 487 US 735 (1988). Only the General Office

can change a member’s classification to Beck.

WALK-APP

This classification covers a non-member apprentice who would like to be placed on an out-of-work list or money has been received on an employer remit without an Initiation Application.

Those with WalkApp classification are not charged dues, nor are they eligible to vote or hold office. The affiliate is not charged per capita for those in this classification.

They should be ‘dropped’ from the records when they are no longer on an out-of-work list or are converted to a member once the initiation application is received.

WALK-IN

This classification covers a non-member Journeyman who would like to be placed on an out of work list or money has been received on an employer remit without an Initiation Application.

See the information under “Walk-App” above for identical additional facts about the Walk-In classification.

Updating Affiliate Information and Officer Maintenance

The IT Department is finding incorrect address and contact information associated with affiliates in Personify. In addition, several affiliates have not updated Officer Maintenance to include their Officers. If you need any assistance with updating this information, please contact your Key User. Here are the guidelines:

AFFILIATE NAME AND MAILING ADDRESS

The affiliate name can be modified for mailing purposes only. This does not affect the charter name. This is the mailing address for the affiliate and can be a PO Box.

SHIPPING NAME AND ADDRESS

The shipping name can be modified for mailing purposes only. This does not affect the charter name. This is the physical address of the affiliate and should NOT contain a PO Box.

Continued on Page 4



Continued from Page 3

Updating Affiliate Information and Officer Maintenance

JOURNEYMAN CERTIFICATE ADDRESS

The name in this section can be modified for mailing purposes only. This does not affect the charter name. This is the mailing address for the Journeyman Certificates.

AFFILIATE CONTACT INFORMATION

Please make sure the Key User information for the affiliate is updated. We recommend in the Additional Contact Information box that you add the Benefit Fund's name and contact information.

OFFICERS

We are unable to validate Officer information when requests are submitted to the General Office for processing. This is causing delays in processing conditional withdrawals and dispensations. Online Submission report

“(UBC6148) Officer Inquiry – Not recorded Required Positions” can be generated for your Council/Local to determine which Officer positions need to be updated.

Facts about the ‘Working at the Trade’ Flag

The Working at the Trade flag is automatically disabled in Personify when a member is placed in Early Retired, Retired or Honorary Members classifications. Here are the guidelines:

RULES ON CLASSIFICATION CHANGES

If a member in Early Retired or Honorary classification meets all qualifications of Section 31D of the UBC Constitution, they are eligible to run and hold office.

Personify defaults these classifications to ‘NO’ when the classification changes are made, so the Local should change this flag to a ‘YES’ if the member is ‘working at trade.’

50 DISABLED

Only Key Users can change a member to 50DISABLED.

A member can only be changed to 50DISABLED from another member classification such as Apprentice, Contractor, Early Retired, Inservice, Member, Pre-apprentice or Retired.

The effective date of the change to 50DISABLED cannot be prior to December 1, 2000.

If the member becomes able to work again, they must be changed back to a member classification such as Apprentice, Contractor or Member.

If a member returns to work and no longer qualifies for 50DISABLED classification and dues, the Local will need to change the classification to Member, Apprentice or Contractor, and the ‘Working at Trade’ flag back to checked.

HONORARY

A member in good standing status with dues paid through the anniversary month is changed to Honorary classification by the month-end process set forth in Section 42B of the UBC Constitution.

You cannot change a member in Honorary classification to any other classification.

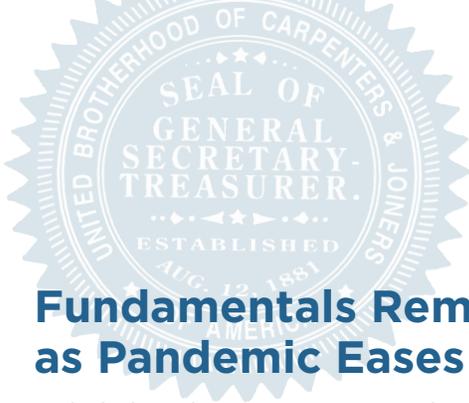
If an honorary member is still working, you must change the ‘Working at Trade’ flag back to checked.

RETIRED

You can only change a member's classification to Retired from another member classification. The member must meet the constitutional requirements of no longer working at the trade, age 65 or older and least 30 years of continuous membership.

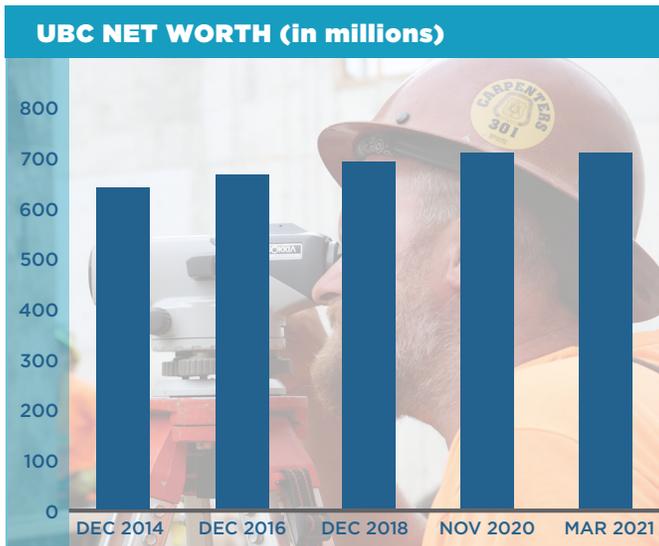
If a member returns to work and no longer qualifies for Retired classification and dues, you will need to change the classification to Member and the ‘Working at Trade’ flag back to checked.

It is always a good idea to contact the member who is eligible for reduced dues under Section 50A to verify that they wish to be changed to Retired classification. There are times the member would prefer to continue to pay working dues. This may apply to a member who is still working in the trade or wishes to hold office.



Fundamentals Remain Strong as Pandemic Eases

Included on these pages are graphic presentations showing membership numbers, asset growth, budget allocation and the latest quarterly financial statement. As you can see, because of the foresight and prudent management by the General Executive Board, the UBC is on solid footing, even as we are coming through unprecedented times.



Prudent fiscal management and smart investments, including the income generated from our 101 Constitution headquarters in Washington, DC, have brought steady growth in the union's net worth.



As we begin to come out of the pandemic we have started to once again see membership growth, although it is modest at this time.



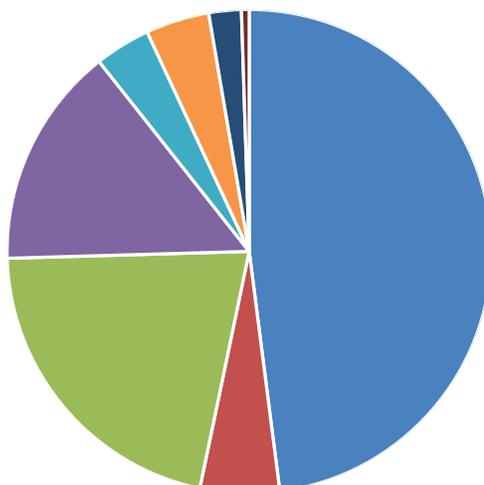
Financial Statement

Balance Sheet - Cash Basis - March 31, 2021

ASSETS	
Cash	25,787,629
Investments	563,061,705
Total cash and investments	588,849,334
<i>Receivables:</i>	
Due from affiliates	8,396,754
Other	104,839
Total receivables	8,501,593
<i>Land, Property & Equipment:</i>	
Las Vegas Training Center Land and Bldg	114,218,377
Las Vegas Training Center - FF&E	3,475,277
Technology Operations	243,280
Furniture, equipment and improv - DC Headquarters	2,206,528
Automobiles and other fixed assets	415,059
Total land, property and equipment	120,558,521
<i>Other assets:</i>	
Inventories	480,428
Prepaid expenses and other assets	684,960
Annuity program	3,768,922
Total other assets	4,934,310
Total Assets	722,843,758
LIABILITIES	
Other liabilities	19,955
Deferred compensation annuity program	3,768,922
Total Liabilities	3,788,877
Net assets	719,054,881
Total Liabilities and Net Assets	722,843,758

Summary of Operations Arising from Cash Operations -
Three Months Ended March 31, 2021

Income:	
Per capita tax	18,673,931
Initiations	162,402
Investment income	(3,772,085)
Sale of membership supplies and merchandise	23,498
Income from Headquarters Building	2,554,200
Other income	490
Total Revenue	17,642,43
Expenditures:	
Education assistance	1,889,829
Affiliate training	62,328
Funeral donation benefits	575,481
Affiliation fees	105,584
Defense of the brotherhood	357,426
Professional fees	878,382
Conventions, conferences & meetings	91,450
Communications, promotional items and events	34,961
Salaries	3,511,075
Officer and employee travel expenses	107,588
Employee benefits	2,065,967
Printing and postage	115,999
Telephone	72,522
Office & administrative	1,159,085
Contributions	3,487,587
Technology costs	538,759
Insurance and fidelity bonding	(41,540)
Training center costs - Las Vegas	605,230
Depreciation	2,158,750
Total Expenditures	17,776,463
Net Gain for Eleven Months	(134,027)
Summary of Investments	
Fixed income	258,691,653
101 Constitution	210,765,306
Placid Investors (JSM, Tru and Homewood)	55,381,402
Other investments	33,544,219
Mission Venture (Pharmacy)	4,679,125
	563,061,705



- Area Standards, Field Service and Programs 48%
- Training 5%
- Administrative 21%
- Governance 15%
- Funeral Donation 4%
- Retirees Medical 4%
- Legal 2%
- Convention 1%



WHEN CARPENTERS VOTE, POLITICIANS ACT.

★ THE AMERICAN RESCUE PLAN OF 2021 ★

On March 11, 2021, The American Rescue Plan was signed into law.

HERE IS WHAT'S IN IT:

DIRECT PAYMENTS

\$1,400 to individuals | \$2,800 for joint filers | + \$1,400/dependent

(for Americans with incomes up to \$75,000 per year individual/\$150,000 household)

EXPANDED UNEMPLOYMENT BENEFITS

\$300 per week enhanced unemployment insurance through September 6, 2021. Also, \$10,200 of unemployment insurance received in 2020 will be exempt from federal taxes.

HEALTH CARE FOR LAID OFF WORKERS

Covers 100% of COBRA premiums for those who lost their jobs or had their hours reduced through September 2021.

SECURES RETIREMENT

Ensures that retirees in “critical and declining” pension plans do not lose their benefits. This will help many UBC members, including in Detroit and Southwest Ohio, where pension cuts were already in effect or taking place imminently.

SUPPORT FOR FAMILIES WITH CHILDREN

Expanded Child Tax Credit for eligible families.

Within income limits, the amount of the child tax credit is increased for children under 18.

SUPPORT FOR OUR LOCAL AREAS

Cities and counties will receive funds for efficient vaccine rollout and to reimburse local governments for services provided in response to the COVID-19 pandemic. Funds are also available for local water, sewer, and broadband projects.

MAKE SCHOOLS SAFE SO THAT STUDENTS CAN RETURN TO CLASS

School districts will receive funds for increased safety and ventilation measures to ensure our schools are safe for students.

