

# UNION CARPENTERS

## **Q: Why should I become affiliated with United Brotherhood of Carpenters?**

A: There are many reasons, but the top reason is this: You will have the best carpenters available in Ohio at your disposal for every job you bid. Union carpenters acquire superior skills through comprehensive training and remain up-to-date through ongoing skill-upgrade programs. Training is the top priority, and because of that, union professionals are ready to keep you competitive and profitable. We deliver a skilled work force when, where and for as long as you need it; we help control costs and boost productivity; we reduce recruiting, hiring and administrative headaches; and we are flexible about work assignments, work schedules and special training.

## **Q: Won't the image of being a union contractor hurt my business?**

A: Contractors who employ union carpenters display their smart business sense to developers, specifiers, general contractors and end users. These contractors recognize the cost/value benefit of working with skilled, experienced professionals who are able to take a blueprint and create the work that the specifier has in mind. These contractors understand that employing union carpenters ensures work that is done on time, within budget and correctly the first time around. Construction industry experts know that union contractors invest in customer service and are determined to do whatever it takes to meet a customer's standards for excellence.

## **Q: Don't union carpenters cost a lot more?**

A: Maybe at first glance, yes. But take a second look at the issues associated with hiring nonunion workers. We believe there's a true cost/value benefit to your project budget when you use union workers. Here's why: Because union employees are highly trained and do the work correctly the first time, time and material costs are saved from needing to re-do the work. For management, time and money is saved by not having to recruit, hire, train or perform administrative overhead, since the union administers health and pension benefits. Finally, because safety training is a top priority, safer work sites translate into lower workers compensation and better insurance premiums.

## **Q: My projects are all over the state. Are union carpenters available?**

A: Yes. You make one call, and a union representative will assemble the work force you need and deliver it anywhere you need it, for as long as you need it.

## **Q: What about time lost to work slowdowns or jurisdictional disputes?**

A: Both the Ohio and Vicinity Regional Council of Carpenters and the Construction Employers Association work according to a streamlined administration, which makes it easy to do business with us. We only succeed if you succeed. If there are problems, we work with you to solve them while we keep your project on track.

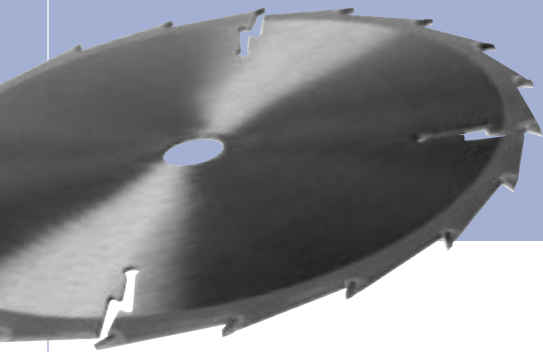
## **Q: What if I hire other subcontractors who don't use union workers?**

A: While we believe that union professionals are better trained, more productive, more competitive and more safety-conscious than nonunion workers, we won't hold you responsible for choices made by other subcontractors in other trades. Our job is to make sure that your job is done right. Our commitment is to you, and we won't engage in any activities that interfere with doing the job you hired us to do. Your commitment is to employ union carpenters for your carpentry work.

## **Q: What if a worker's job performance doesn't meet my standards?**

A: We will not protect a worker who does not meet industry standards. You can remove that person from the job, and we will replace him or her with a professional who will meet your needs, when such a request is not a violation of applicable law. Along that same thought, we also have a recall policy, so if there's someone whose work you especially like, we'll do everything we can to make sure he or she is assigned to your next project.

# CONTRACTOR FAQ



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## **Q:** Will the union try to manage my job?

A: No. Our job is to provide the best manpower available, period.

## **Q:** Seems like a different approach from the past. Why the change?

A: The Northeast Ohio construction industry is fiercely competitive, and we believe that cooperation and partnerships are the keys to success. Those partnerships are important to us, because if you don't succeed, we can't succeed.

## **Q:** What if my project has special requirements?

A: We are committed to keeping our members on the leading edge of innovations in techniques and materials. If you need special training, we'll provide it. We believe that training is the value behind those who work for you.

## **Q:** What kind of training will I have access to?

A: Union contractors may participate in all courses offered at the union or the Construction Employers Association training centers. In addition to apprenticeship programs, skill-upgrade courses for journeymen and safety courses for everyone are offered all year long.

## **Q:** What about training for foremen and supervisors?

A: A comprehensive training program exists for both positions. We build on a foreman's on-the-job experience by adding leadership skills to help him motivate workers, communicate effectively and solve problems. Union-trained supervisors are better able to plan, schedule and understand contracts; control costs; and handle changes, claims and negotiations. Both programs also strengthen practical skills like accident prevention, project management, loss control and productivity.

## **Q:** Why the big push for training?

A: We believe that providing top-quality training to our members keeps our partnering contractors competitive. A trained worker is more motivated to do a good job, and that boosts productivity and, therefore, profitability. Our members see themselves as partners in your success.

## **Q:** I'm still skeptical. This doesn't sound like the union I used to know.

A: We're committed to being cooperative, competitive and customer-friendly. We're willing to work with contractors to prove ourselves, every day on every job, to show that we deliver what we promise.

## **It's our job to make your job a success.**



**RETOOLING, REBUILDING AND  
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