



Doug Hicks

Vice President/Director of Organizing
Western States Regional Council of Carpenters
Los Angeles, California

Doug Hicks is a second-generation union carpenter who joined the trade in 1998 as an apprentice and rose from the field to general superintendent for a major San Diego self-performing developer. That experience gives him a direct understanding of how construction markets are won and where they are lost.

As Vice President and Director of Organizing for the Western States Regional Council of Carpenters, Doug leads a data-driven, market-focused organizing strategy built to identify market opportunities, employer trends, mobilize workers, and expand union market share. His approach is simple: know the market, find the leverage, organize the workforce, and win the work.

Doug's focus is on results through building relationships, growing union density, protecting carpenter standards, and building the market power necessary for our partners and members to compete and win across the Western States.