

Southern States Millwright Regional Council

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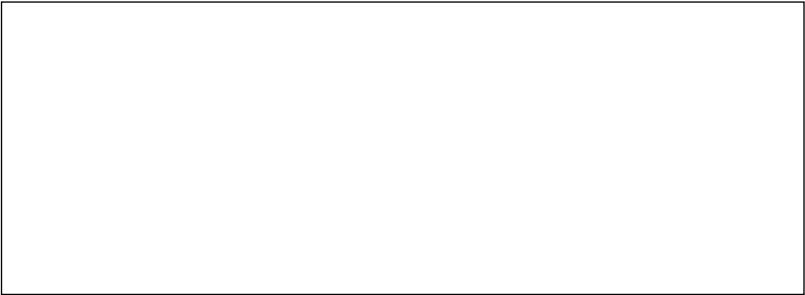
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Tell us your news...

Do you have a photo or information you'd like to see in the newsletter? Send it to Council headquarters. Please note that information may be edited for style and length, due to space limitations. And, items are published at the sole discretion of the newsletter editor.

Help us get you on the job...

Upgrade your skills with skill advancement classes. Remember, the more you learn, the more you earn.



Recip Info Now Available Online

The newest addition to www.southernstatesmillwrights.org is **reciprocal information for all 11 states** in our Council. We've listed the information for Health & Welfare, Annuity, and Pension funds in easy-to-download PDFs. To view it, either snap the QR code below or visit www.southernstatesmillwrights.org/MemberReciprocal.xml



SSMRC Journeymen Make Their Mark at International Journeyman Leadership Program

The Southern States Millwright Regional Council (SSMRC) accomplished another first in 2013. It was the first council in the Southern District to participate in one of the newest and hottest programs offered by the UBC: **The UBC Journeymen - Building Leadership for a Strong Future Program.**

Held at the International Training Center in Las Vegas, NV, 145 SSMRC journeymen participated in a multi-day program designed to give journeymen a greater understanding of the Brotherhood and how their leadership affects the present and future of the Brotherhood. "Journeymen chosen to participate in this innovative program were those

who proved themselves through strong leadership and a good work attitude on and off the job site," said SSMRC Executive Secretary-Treasurer, Dennis Donahou, a strong supporter of the program. Over the course of the program, SSMRC participants learned about the UBC and its history and how to become better and stronger members through both theory and the first-hand guidance of those Brothers and Sisters who had come before them. *Continued on page 3*



Apprenticeship Contest 2013!

Zachary Richards from Local 1421 in Arlington, Texas wins this year's top millwright apprentice award. He's pictured here with **EST Donahou** (left) and **UBC Southern District VP Danny Maples**. See page 12-13 for a recap of the event.

INSIDE

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tapped as marketing and recruitment director

Tim Brown shares a 16
story about a 50-year member who credits the UBC for his quality of life

Hamar Laser Training 26
comes to Texas

Dear Member,

The Southern States Millwright Regional Council (SSMRC) was formed to specially fit the needs of the union millwright who works in the South. The challenge that your SSMRC staff faces is the ever-changing face of our industry. Adaptability is a trait that our members possess, which sets us apart from the others, allowing us to gain more market share.

FOR YEARS, POWER GENERATION has been our life blood. This sector continues to offer us many man-hours and many opportunities. We have a good relationships with owners and end users, and we continue to grow and gain work that we have never had before. The disadvantage of power generation is the fact that this work is seasonal. During fall and winter, outages keep us busy, and in recent history have been very plentiful. But, during the summer months, we don't enjoy the abundance of labor that this sector provides, and your SSMRC staff is hard at work to mitigate these drops and keep work flowing throughout the year.

The petro-chemical industry is expected to break wide open in the next couple of years. The demand for work will be like what we haven't seen in recent history. Exxon Mobil Corp., is a multinational oil and gas corporation headquartered in Irving, Texas. Company President Steve Pryor, quoted in a front-page Houston Chronicle story, noted: "There are literally thousands of new jobs coming to the Houston area and across the Gulf Coast being created because of what I think of as a tidal wave of new investment created for the chemical industry. It's lots of jobs, and at the heart of them, to enable all of these (projects) to happen, you need skilled workers."

The SSMRC is stepping up to the plate, and putting ourselves into position to meet these demands.

Training is at the heart of this effort to fill the jobs that are coming in the next few years. Our ability to train, and the versatility that we offer, is creating opportunities like never before. We are adding classes to our curriculum that are specifically geared toward this booming industry. There have been classes added to the Houston Training Center, such as the course on both Reciprocating and Centrifugal Compressors and advances have been made to the alignment classes. We are bringing in contractors and creating curriculum that concentrates on their individual needs. Not only are we developing more curriculum, we are constantly adding more classes of the existing curriculum, to fit the needs of our members wanting to get the training necessary to go to work in the petro-chemical industry.

While training is at the heart of our efforts, it is only one component of our overall work to increase the opportunities for our members to gain this upcoming work. A comprehensive marketing campaign has been released to gain work and membership alike. Starting in the Houston and Gulf Coast areas, we are using every means available to get our name and reputation to contractors and end users. Print material is being distributed at job fairs, technical schools and four-year colleges, high school career fairs, and via individual meetings. We are also utilizing media in many forms, including newspapers, magazines, television, and radio. Top construction publications have been targeted and our ads are being placed to make sure we get the most exposure possible.

Our online presence is also increasing. We are not only interacting with people and uploading information on social



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- Exxon Mobile Corp.
Company President
Steve Pryor, via the
Houston Chronicle

media forums, but also advertising on these web sites as well. We have developed a new web site dedicated strictly to recruiting new members: www.professionalmillwright.com. This website focused on specific target audiences to give them the information they need, and provide avenues to contact us and apply for membership. We have someone dedicated to studying the traffic on this site and tailoring the website it to make it more useful and more approachable and more easily located on the Internet.

The SSMRC is gaining in many ways, and the overall health of the Council is very strong. The annuity and pension funds across the Council are in good shape as well. They are recovering from the economic downturn starting in 2008 and are coming back stronger than ever.

We are in a good position to undertake all of the actions we are setting in place to help us grow. We enjoyed another strong year for man-hours and have already secured work that will carry on into 2014. We are performing work where we haven't before and creating work for our members in our traditional down times.

Membership is up, which is imperative to meeting the demands we are going to face in the upcoming years. We will have the manpower to supply these jobs so that our contractors and end users will be able to bid the work they need and finish the projects on time and within budget.

A problem that our competitors face is, if they have the manpower to fill these jobs, those workers are spread out across the country and are not in position to accept the work. This problem is one of the things that the creators of this Council aimed to address. Having a millwright council that encompasses

11 states, we have manpower that is available to mobilize across this Council's jurisdiction. This mobility of manpower is one of the things that give us an edge and keep our members working and our Council strong.

I would like to recognize the delegates of this great Council. Since the formation of the Council, they have worked hard to develop this Council into what it is today. They are willing to take time out to travel to meetings, develop ideas to put forth, and educate their fellow members on the changes and inner workings of the SSMRC. I thank you all for your efforts and your guidance.

In closing, I wish each and every one of you a Merry Christmas and Happy Holidays. Take time to enjoy your family and your friends while looking forward to 2014.

Fraternally,
Dennis Donahou, Executive Secretary-Treasurer
Southern States Millwright Regional Council

SSMRC Journeymen Make Their Mark at International Journeyman Leadership Program

Continued from page 1

Randy Eppard, Director of Education and Training for the ITC said, "The journeymen millwrights selected for this program were identified as the future leaders of the UBC. They were recognized as members who were already influencing others on the job site and they came to the ITC fired up and ready to strengthen their leadership skills. They were engaged, forward thinking, and extremely grateful to be part of such a select team...they genuinely exceeded our expectations."

To learn from some of the most experienced journeymen in the UBC, a leadership panel was formed to share their own experiences and history with the Brotherhood, and answer questions the participants had on being a stronger leader. Panel members were UBC

Southern District Vice-President Danny Maples, EST Donahou, SSMRC Eastern Region Director Steve Cothron, SSMRC Western Region Director Rick Halford, and Florida Training Director Frank Gray.

"Information that surfaced in our program was just as insightful for the staff as it was for the journeymen who attended," said Halford.

"The journeymen millwrights who participated in the program were absolutely the most well-informed and highly motivated individuals I have had the pleasure of working with in my 35-year career as a Training Director," said Gray. "Each of them expressed a strong desire to work for continued improvements both in our millwright council training programs, and in each Local union represented in the Southern States Millwright Regional

Council. I was honored to have the opportunity to answer their questions concerning training, and I was extremely proud of the professional manner each journeyman millwright displayed during the three days they participated in this new program."

During the sessions, journeymen were introduced to two concepts: Transformational Leadership and Constructive Culture, which was developed to help further the skills and knowledge the journeymen already have.

Transformational Leadership is a style of leadership that encourages the leaders to get involved on a personal basis with their fellow journeymen. These leaders learn to consider individualism, intellectual stimulation, motivating factors, and influences. Constructive Culture addresses how individual people function together to create a team by recognizing abilities, wants, suitable tasks and how to best use the synergy of the group to maintain the highest output possible.

The course was highlighted by General President Doug McCarron who met with the attending journeymen and conducted a personal question and answer session with them. Mr. McCarron was well received by those in attendance, who appreciated the chance to come and speak with him on the issues concerning them.

"I was very proud of our journeymen who attended the program. They were very attentive and eager to learn," said EST Donahou. "I enjoyed the time I spent with these strong journeymen and I look forward to the results of their training."



Regional Director Reports

Western Region Report

Representing Alabama, Arkansas, Louisiana, Mississippi, Oklahoma, & Texas
By Rick Halford, Director



I HOPE EVERYONE HAD A GOOD SUMMER and a great holiday season. I'm happy to say that 2013 was good, and that we had some good opportunities come up. We finished-up 2013 with some good jobs, which set us up for the first of 2014.

In fact, the job market could offer-up some astounding opportunities. If one reads any of the numerous professional predictions, the petro-chemical industry will drastically increase in 2014. USA Today ran this article on July, 7 2012:

"Domestic energy supplies boost U.S. economy".

American energy is creating millions of jobs and fueling economic growth.

It's working. Kyle Isakower, Vice President of the American Petroleum Institute in April of 2013 noted: "The oil and natural gas revolution has created millions of jobs, and this study shows the broader economic benefits are being felt by households and manufacturers across the

U.S. Oil and natural gas have been pillars of the recovery, and other sectors are now coming back stronger and faster because of affordable and abundant energy and raw materials – despite economic headwinds. As a result, Americans have more income, more buying power, and a more competitive economy."

Just like many other metro areas of the country, the Houston and the Gulf Coast areas' construction industry are feeling the effects of a strong demand for manpower with the inability to find enough skilled workers to meet it. Unique to Houston's shortage however, is the contribution - or complication - the energy boom in Texas has made, according to Houston ABC's affiliate KTRK. Everyone is reporting the same news. If we look around and observe the change in the market place, we can see that it is true.

The question of today is "Are we prepared?"

Are we prepared, as Union Millwrights, to deliver what the end users want and need tomorrow? The end users in this industry

Are we prepared, as Union Millwrights, to deliver what the end users want and need tomorrow?



are big corporations like Exxon, Motiva, Shell etc. Are we prepared to have the skills for our contractor base? I say, 'Yes we are' and we are going to get even better.

Again, our superior training is what will set apart from the rest and make sure that the Southern States Millwright Regional Council will have the most employable workers in the field. For instance...

- The UBC and local training centers have a Flowserve qualification course.
- The Houston training center has a beginner reciprocating compressor class with an advanced reciprocating class coming soon.
- The Houston training center will also be having centrifugal compressor training and comprehensive pump training along with single-stage steam turbine training.

These courses are essential to gaining market share along the Gulf Coast, North Texas, Oklahoma and Arkansas.

The turnarounds in the Petro-Chem industry are going to be busy this coming spring. The expansions are going to bring on more members for long-term projects.

Spring season should be busier in the nuclear sector in Texas and Arkansas, Mississippi, and Louisiana. To work in Entergy Nuclear plants as a journeyman, Millwright Qualification cards are required; if your card is expiring, contact your local training center to renew your qualifications.

Paper mills look to be having more schedule shutdowns. Car plants look to be as busy as the 2013 outages, but you will need to have ariel and fork lift qualifications for this work, which

you can get at your local training centers.

Everyone knows that fossil steam turbines, for the most part, do not have scheduled outages. We always have unknown plants that go down. When the call-outs come, the business representatives go down the list by qualifications. If you have all of your qualifications, you will be called in order. It is important that you get all your qualifications, and if expired - get them up to date. Getting your TWIC card is another important thing as well. This will be needed to work in a lot of areas and jobs on the Gulf Coast.

Once again, training is the hallmark of our organization. This is what keeps us ahead of the competition. Let us be trained. Let us be certified. Let us be ready to meet the needs of 2014. Have a great spring season!

Eastern Region Report

Representing Florida, Georgia, North Carolina, South Carolina, & Tennessee
By Steve Cothron, Director



IN PREPARING TO WRITE THIS ARTICLE, I reflected on the success of our past few years. Two things should be apparent to all members: (1) We had success in keeping the work that we have always had; and (2) We were able to secure work that we have never been able to get, which led to more work availability for all.

With that thought in mind, I wonder, "What does our future hold? What is there for us to look forward to?"

I looked to various sources of information including, but not limited to, Industrial Information Reports, Internet subscriptions, meetings with contractors, meetings with owners, building trades meetings, the print media, business news programs, staff meetings with your Council leadership, and other sources to look into our future. Those working to serve you in this Council are dedicated to working every angle and using every avenue available to them to obtain opportunities for our members to seek employment and optimize them and their family's lives. We try to keep you informed by using comprehensive reports in every edition of your Council's newsletter regarding the work that has been going on and coming up in each area reported.

My message in this report is based on what I feel is coming in the very near future. We should have many years of opportunities for union millwrights to provide for themselves and their families. The big question that comes to mind is: Are we prepared for the coming opportunities? I assure you, that your union - from the International, Council and local level - is working at a frantic pace to meet the upcoming needs of the various industries in which we serve. Your leadership is making every effort to see that not only our members' desire to optimize their incomes is met, but also to be sure that every union contractor and every owner which utilizes union contractors can have their needs fulfilled.

For years, we considered the labor industry to be part of a three legged stool - other two parts being contractors and owners. For the stool to stand firmly, it must have three strong legs. That thought process is more evident right now than at any time in my memory. We must understand that the owner is where it all starts. It is the owners' needs that create the opportunities for the workforce and the contractor.

We must unite with our contractors so that our members and contractors are the two legs that are most desired by the owners to perform their work. It is a business decision for the owner to make. Our membership and contractors? Or non-signatory contractors?

I am sure that you will read reports in various parts of this newsletter which will convey the extreme amount of work coming in the very near future. It is common knowledge throughout the industry that there will be hundreds of billions of dollars of construction beginning along the Gulf Coast. It will be mostly driven by a huge demand in the Petroleum and Chemical Industry. The amount of work that is coming is of historic proportions. How will this affect the state of Florida? While we don't have the significant amount of Petroleum and

Chemical presence that other areas are having, Florida and other states without much of that industry will be significantly impacted as well.

With the tens of thousands of baby boomers retiring every week for the next 15 years or so, there will be hundreds of thousands of construction craftsmen leaving the workforce in the coming years. Various sources indicate that there will be a need for more than 100,000 new craftsmen to meet the upcoming demands in the Southeast in the next 10 years. In addition, those sources expect to lose 100,000 craftsmen through retirement.

The projected work will draw craftsmen from across the country, both union and non-union. There will be a vacuum-like effect and sources of qualified personnel will dry up. Anyone who wants to participate in all the work along the Gulf Coast, and who have the training and right attitude, will have immense success finding great paying jobs. For those of you who decide to stay in Florida or other states, that same vacuum of qualified people heading to the Gulf Coast will be leaving great opportunities for UBC Millwrights in Florida.

It is easy to see the dilemma that the owners and contractors are faced with on shortages of qualified workers. It is up to us to make sure our contractors and owners are supplied with the trained workforce they ask for. As we consider the three legged stool analogy, we can see how important our part really is.

These big opportunities are coming. Are we prepared? As I mentioned earlier, your Council and its staff, your Training Programs and staffs, your International union, your contractors and many other entities are preparing for the huge amount of work that is being forecast. Are you, as an individual member prepared?

We have a wonderful membership that is highly regarded throughout not only our Council, but throughout the country as well. Most of you have taken advantage of all the training that is being offered to you. Attitudes overall are better than at any time in my memory.

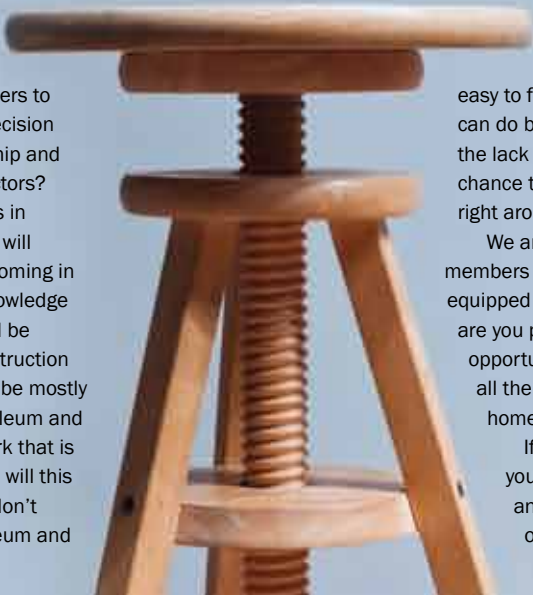
However, with all of the activity going on and with all of the prosperity we have enjoyed these past couple of years, how many of us have forgotten the simple things, like getting our rigging cards renewed,

completing refresher training on those skills requiring refresher courses, getting a TWIC card, keeping the welding certifications current, taking journeyman upgrade classes? These things are simple to do and

easy to forget, but are some of the most important things we can do because of the opportunities we miss out on because of the lack of credentials. That is depriving you and your union the chance to take advantage of all the possibilities we have that are right around the corner.

We are very proud of our membership, but we know there are members which can take advantage of more training and be more equipped for this work coming up. In closing I would ask again, are you prepared? Are you prepared to take advantage of the opportunities which you will be having, whether you head out to all the big jobs on the Gulf Coast or remain in your traditional home area to get the most out of this upcoming surge of work?

If you are ready, that's great! I urge everyone to do all that you can to make yourselves more valuable both individually and collectively as a group. Get prepared. There are many opportunities coming.



Marketing & Recruitment Report

By Miguel Fuentes, Director



EVERY MARKET PROJECTION is predicting an enormous opportunity for growth throughout the Gulf Coast region. Owners and contractors alike are preparing their firms for what is about to come. In anticipation of the amount of work that is going to be available during the next few years, we have launched an extensive marketing and recruitment initiative designed to attract the manpower we will need to fill those jobs.

EST Dennis Donahou and the staff of the SSMRC are staying ahead of the curve. They developed a comprehensive campaign is running at full throttle. For those of you whom I have not met, I am Miguel Fuentes. I was hired in July of 2013 as the Director of Marketing and Recruitment to oversee the plan that we have put into action. The campaign was officially launched early this fall, and we've already received plenty of positive feedback from industry partners.

As we move forward, one of the areas where we ought to be most innovative is in our technique for locating and recruiting the workforce necessary to meet the needs of our contractors and the owner community. In today's market, this is one of the things that labor, management and owners have in common:

We all have the need to find and develop a highly skilled, well-trained workforce to sustain the growth currently taking place in the Petro-Chemical and Power Generation industry.

The Southern States Millwright Regional Council has stepped up to the plate.

We are promoting our ability to identify, cultivate and prepare the workforce we'll need for the jobs in the upcoming years. In addition to traditional forms of marketing, we are using new forms of communication to reach new audiences. The strategy is working well for us and we are gaining work and membership. We will continue to explore many more resources that we can use to increase our exposure and gain market share.

We are putting shoe leather on the street, meeting with legislators, local public officials, trade associations, and leaders in the field of education and workforce development. In addition,

we are using newspaper and magazine publications to give people in our industry an idea of who we are and

what we bring to the table.

In order to meet industry demands, we are taking a hard look at other

training providers which operate throughout the community. Whether it be high schools, trade schools, or technical institutes or colleges, we are engaging them in conversation, evaluating their programs and developing meaningful relationships with facility and staff. If they are involved in Student Career Service or Employment Counseling, we want to know them, because they are all interested in providing viable options for a career path, job placement or continuing education for newly graduated students.

We are taking a similar approach regarding current and returning veterans. We are connecting with veterans at the point where they are making the transition from military to civilian life. We are creating meaningful relationships with various veterans representatives stationed at local workforce offices, and military staffers who are charged with administering the Transition Assistance Program (TAP). Our goal is to identify and then attract the type of soldier who acquired skills during their tour of duty that match well with those needed to be a first-class millwright.

The SSMRC has a lot in common with all of these groups. They are also working hard to help their constituents obtain a higher quality of life by presenting opportunities to maximize their earning

potential. Doing so has a positive long-term economic impact for the communities that we all serve. Helping them come to the conclusion that we are all in this together is paramount.

For that very reason a key element of our recruitment effort entails a bold publicity component to the marketing plan.

Getting our message out to the general public and helping them understand the impact we can have on a community when

we partner together to build a local workforce is extremely important. When the connection between community groups and our organization is crystal-clear, the public becomes a great resource for acquiring new talent. They also become some of our strongest advocates at City Hall, as well as the neighborhood at-large, because they see the economic opportunities that our organization and

employer base brings.

Ultimately, they shed new light on our union and make it possible for people to see us as a real option for entering the middle class, experiencing the pride of home ownership, sustaining a family, and saving for retirement. This is the appeal we have to potential members, those that may already be working in our industry, are new to the field, or just looking to make a career change.

The coming labor shortage presents a great opportunity for our organization to gain significant market share, build our employer base and grow our membership. In fact, we are limited only by the scope of our imagination and enthusiasm for trying a unique approach toward getting the job done.

Director Fuentes Kicks Councilwide Recruitment and Marketing into High Gear

One of the United Brotherhood of Carpenters' brightest stars is now working at the SSMRC, and is taking the Council's recruitment and marketing efforts to new heights.

Miguel "Mike" Fuentes joined the Council in July, and is charged with bolstering the ranks of the SSMRC membership, and increasing awareness of the Council's assets to customers and contractors. The move was made in anticipation of the coming labor needs in the Gulf Coast region for the fast-developing petro-chemical industry.

Prior to joining the SSMRC, Fuentes was Political Director and Assistant to the Executive Secretary-Treasurer for the Florida Carpenters Regional Council, and the central Florida Business Manager. He also worked for several years as a Business Rep and

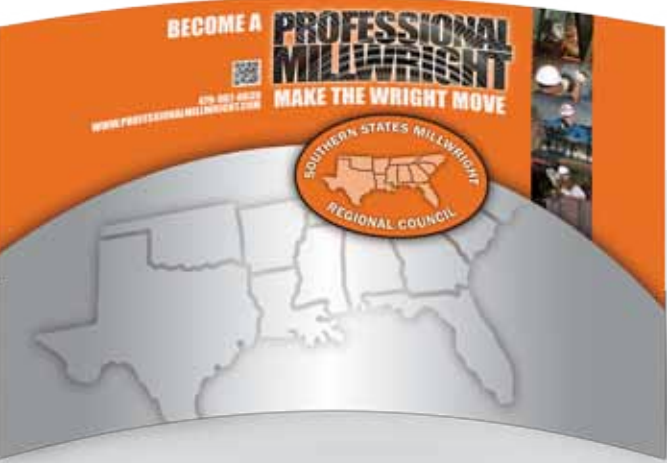
Organizer for the New England Regional Council of Carpenters.

Mike brings to the SSMRC more than 12 years of experience in workforce recruitment/development, labor/management relations, business development, and long-term growth plans. He also has a proven track record in achieving upward mobility and improving the quality of life for returning military vets, and people in low income, migrant and minority communities via apprenticeship, training and job placement.

Among his many accomplishments, Fuentes co-authored the Miami Works Program, which trains residents for building trade jobs that include a living wage, fringe benefits and

apprenticeship training. He also successfully lobbied the Florida Legislature to defeat bills that would prohibit local hiring and resident training requirements on publicly funded infrastructure projects.

Fuentes views assisting the SSMRC with its goals for the long-term growth and sustainability as one of the most important



aspects of his job. "Whether it be helping to promote a positive brand or building a strong professional reputation for our union, I want to help give our employer base the confidence necessary to include us in their business plans," he said.

"I believe we must promote the value of using the highly skilled, well-trained craftsmen of our organization to prospective employers, owners and end-users, and acquire the right talent by attracting the sort of candidate that has all of the makings of a quality millwright and strong union member. Each of these are equally important and go hand-in-hand, because they are critical for

use of union labor is by demonstrating a positive attitude and meticulously performing his or her duties on the job, Fuentes said. "It's what I like to call 'value on display,' which helps to build a culture of professionalism, something we are painstakingly trying to promote throughout the industry."

Fuentes has a list of ways that all members can help in the recruiting and marketing process: "Get involved! Attend Local meetings and learn what the Council is doing. Obtain the different marketing and recruitment materials we are producing, then take it to the streets, share it with

growing market share and building our union."

The single most effective way for any member to help the Council grow its business and promote the fellow workers, friends and family as a way to generate interest in our industry and organization," he said. "Reach out to SSMRC staff and share the contact information of folks that you may have a personal relationship with, whether they are community leaders, high school career counselors, college or military staffers, public officials or fellow craft workers. Helping us network with key people throughout the community and or professional circles is extremely valuable. Remember word of mouth is always the best advertisement."

EST Dennis Donahou said of Fuentes: "Mike has become an immediate asset to our Council. He is actively and diligently delivering on his responsibilities, and is finding and then recruiting qualified, sharp men and women who have the potential to become the quality of millwright that the SSMRC is known for."

Local 216
By Donnie Newtown, Business Representative



TO REMAIN A DOMINANT FORCE in our industry, we must be ready at all times. We must be ready for anything. This dedication is something that separates us from the others. We have members who understand this, and live up to this time and again.

I would like to pay tribute to those members who work during the days that those of our competition will not. We have members who work the holiday season without

hesitation. We have members who work long days and long weeks. Our members are willing to do this in working conditions that aren't always the best. These are the things that separate us from the competition. Your support and dedication benefits all of us and I want to let you know how much your efforts are appreciated.

2013 was a strong and steady year. During the down seasons, work was sometimes hard earned, but we were able to mitigate some of the drop in man-hours we typically see during the summer months. I make this point to emphasize how important our members are to Local 216 and this Council. Without the quality of workers that we have and the dedication we show, this would not have been possible. Because of the quality of work we provide, 2014 looks to be even stronger.

We have had some new contractors come into our area, which is providing work in the petro-chem industry. This is an industry that will pickup substantially in 2014. Let's get the training and our TWIC cards to take advantage of this booming market that is increasing not only here in Arkansas and Oklahoma, but all along the Gulf Coast.

We now have a few members working at the nitrogen fertilizer plant in Enid OK., for Cotter Turbine Services, and hope to get more members working at the Valero Refinery in Wynnewood, OK for Roy Blackwell Enterprises. This has been a new challenge for most our members, because we haven't been working in these facilities, but I'm confident we will succeed. They both require being enrolled in the DESA drug program and additional Basic Plus safety training, along with training on compressors, pumps, and seals. Total Industrial Service Specialty and Universal Plant Services are looking at work in Oklahoma and Arkansas as well. A great working attitude and professionalism is a necessity to capture and keep these jobs.

Just like we became a big player in the power generation industry, we can take advantage of the growing opportunities in this industry. Here's how you can help:

- **Be looking for any training that becomes available and participate.**
- **Make sure your contact information is current and on file.**
- **Make sure you have called-in to get your name on the referral list.**
- **Keep your dues current to be eligible for call out. Not only do we need to have our dues paid to get on the out of work list, but let us be reminded of the rollback money we get for every member whose dues are paid current. The little things such as this benefits each individual member, and their Local as well.**

Every job we work on is an opportunity. It is an opportunity to make a name for ourselves and our organization. We, individually, represent all the members of this Local, this Council and yourself as well. Be dependable, work safely and work proficiently. This is what we build our reputation on, and it's what we can do to take advantage of the great opportunities headed our way.

Dedication is something that separates us from the others.

Local 729
By Kevin Curley, Business Representative



DUE TO EXPLORATION and drilling technologies, the amount of natural gas available for production in the United States has

soared by 58% over the last four years. The United States has trillions of cubic feet of natural gas still underground due to advances in production technology. An abundance of natural gas in the Gulf of Mexico will create billions of dollars of construction in the U.S., in particular in the Gulf Coast area.

There are companies around the United States preparing for the increase in production we will see in the near future. Sasol will be constructing a chemical plant and a gas-to-liquids plant that will turn natural gas into diesel, at a site in Westlake, near Lake Charles. The project is the largest manufacturing investment

in Louisiana's history. The chemical plant is scheduled to start operation in 2017 and the diesel plant is scheduled to come on line in two stages beginning in 2018 and 2019. The project will create 6,000 to 7,000 construction jobs and 1,200 permanent jobs.

Other job news:

- Chicago Bridge and Iron (CBI) is building a \$100 million nuclear modular manufacturing plant in South Lake Charles, which will employ 1400 local people.
- Southwest Louisiana is a hub for world-class aviation maintenance at the Chennault International Airport Complex. AAR Corp. recently announced it will establish a 750-job aircraft maintenance repair and overhaul operation at Chennault International Airport in Lake Charles.
- Jupiter GTL, a Texas-based petrochemical company, announced recently that plans are underway to build a natural gas-to-liquid facility in Westlake that would bring more than 140 jobs to the area.



- Fluor Maintenance Service had an outage in October at Big Cajun II in New Roads, Louisiana.
- Industrial Contractors, Skanska, was awarded new construction work at Big Cajun II in New Roads, Louisiana, converting a unit from coal burning to natural gas.
- Siemens had Louisiana outages in September at Nine Mile Power Plant in Westwego, at Waterford I&II in Kilona, and in October at Acadia Power Plant in Franklin, and Dolet Hills Power Plant in Mansfield.
- Universal Plant Services had outages in August and September at Marathon Oil in Garyville, and Shintech in Plaquemine.
- Day and Zimmerman had an outage in September at Waterford I&II in Kilona.

Overall, Southwest Louisiana will have millions of dollars of construction worked in their area in the next few years, which will help grow the economy and create new jobs for our members.

Congratulations to Jaye Hebert, Broderick Lancaster, Vincent Libert, III, Joshua Pilant and Cody Sholmire, who recently graduated from the Central South Carpenters Regional Council Training program. I would also like to congratulate Jaye Hebert for being selected to attend the Southern District Apprenticeship Contest. It is a great honor to be selected to attend the Southern District Apprenticeship Contest and all of the contestants who participated in the contest at the Houston Training Center did a great job. I am happy to report that the Baton Rouge Training Center went to daytime training in the first quarter

of 2013 and a Joint Apprenticeship Committee was formed in the Spring of 2013. The Central South Carpenters Regional Council Training Program just recently purchased Surplus ANSI pumps and a VIBRALIGN laser for pump and laser alignment classes. Now, since the Joint Apprenticeship Committee was formed, it will be imperative that all of the apprentices attend school. The apprentices who have excessive

The amount of natural gas available for production in the United States has soared by 58% over the last four years

absenteeism will be asked to meet with the committee and the committee will enforce the policy for absenteeism set in the Apprenticeship Standard.

As of August 6, 2013 any member of Millwright Local Union 729 who would like the Local to pay for their DISA drug testing, TWIC card, 8-hr Basic Plus, Power Safe and Entergy Fossil Specific training will have to have their monthly dues paid through the current month. Having your dues current is also the requirement for the roll back money from the Council. Let's not leave any money on the table by letting our dues lapse.

Please don't forget to update your rigging training. If you don't presently have rigging training, call the training center that is closest to you and schedule your training. Siemens and Atlantic Plant Maintenance are starting to strictly enforce that all journeyman millwrights who are working for them have up to date rigging training.

Finally, don't forget to fully utilize the Southern States Millwright Regional Council website, www.southernstatesmillwrights.org to obtain training, news, and events inside the Council.

Local 1000

By Cliff Tucker, Business Representative



AS SOME OF YOU KNOW I am the new Business Representative for Millwright Local 1000 in Tampa Florida. It has been a pleasure to get the opportunity to serve the members. I am still on a learning curve, but I have hit the ground running. I have been knocking on doors of Union and Non-Union contractors, trying to get more work for our members.

We had a good outage season this year that put more than 200 millwrights to work on the turbine deck. As the outage season came to a close, we quickly started focusing on several nice turnarounds in the phosphate industry that we had this fall.

The job we had in Brooksville with White Construction at the cement plant, which has been a great job for several members, is coming to a close. The job was a great success for the contractor as well as our membership. We have a job that started at Orlando airport that is going to last for more than two years for more than 20 millwrights. We are still working toward getting more plant maintenance work at several facilities in the area. Atlantic Plant Maintenance has been picking up some small jobs as well as having a large outage in Martin

Alex Mercado and Harold Peters setting a section of a stacker conveyor



Setting of a large stacker



Mike Stewart shooting elevations with an optical micrometer

County that will put 80 millwrights to work for around 55 days. They also picked up some of the steam turbine work at the Martin plant due to the professionalism and hard work of our members.

We have been working with other Locals to put our members to work in the jurisdiction of our Council. I think by having this 11-state Council, it will provide less down time for all of our members in the off seasons. This will help all of our contractors to be able to bid work with the assurance that they can get members from all over our Council with just a phone call to other Locals.

All of our members should take advantage of any training they can get. Training is the best tool a millwright can have in his toolbox. I encourage all members to work safe, not only for their families but also to support our contractors. Safety is the quickest way to lose a job or a job for our contractors. Just remember, attitude is everything. When you have a membership with great attitudes you can do anything.

Local 1192

By Wayne Jennings, Business Representative



HERE WE ARE, once again reflecting on the past year, looking into the future, and what we can do to prosper in the upcoming year. As always, I would like to thank all of the members for making this and everything else we do possible. Thank you on behalf of all the SSMRC staff.

I also want to ask all of you to please keep up the good work of being the best trained, safest and most productive millwrights the industry has to offer. By holding these traits close to your heart and helping to embed these ideals into the minds of our younger brothers and sisters we can, and will maintain the high standards expected of SSMRC millwrights.

Our contractors deserve to be provided with the best available, and that is an SSMRC Millwright.

With that being said, let's mention opportunities that this attitude and training has afforded us. There are a few very important job sites in our area that are going to give us opportunity. These sites have a tremendous amount of potential for Local 1192 by supplying our members with the opportunity of many man hours. Man Hours drive everything that insures you and your family with a comfortable lifestyle: Your income, your insurance, your pension, your future. We must hold to a standard of excellence that will ensure the success of our contractors, and in turn allow them to provide us with more opportunity and man-hours. Here are a few projects we need to stay focused on in the Northern Areas of 1192:

- Toray is a carbon fiber plant located in Decatur, AL, which has an expansion in progress. Part of the expansion is being performed by Duncan Machinery Movers. Duncan Machinery Movers started the project in September of 2013 and is projected to run well into 2014. We currently have members working on this project and look forward to sending more out as needed.
- American distiller, Jack Daniels, is building a new barrel facility in Triana, AL. This project is being performed by Silman Construction. Please welcome Silman to Alabama by helping them succeed on this and any other project they may have. The project for Jack Daniels also began in September of 2013 and is scheduled for completion during the second quarter of 2014.
- The TVA owned and operated Browns Ferry nuclear plant in Athens, AL has a planned outage for the first quarter of 2014. Atlantic Plant Maintenance Nuclear has requested that Local 1192 supply them with six certified welders and over 40 millwrights. There will be other contractors present as well, who could be offering us man-hours. These are only a few examples of the opportunities in Local 1192's area. We need to be prepared to take these jobs when they come along. Please take the opportunity to get all the training possible. Go to our website, southernstatesmillwrights.org/training, and check out the schedule for a class near you.

Contact your instructors and capitalize on the availability of the wide range of training the SSMRC has to offer and then go show off those new skills. Team up with the owners and the contractors to seize the opportunities in front of you. By supplying the best millwrights in the industry who have a professional and productive attitude, these chances to increase our man hours will continue to present themselves. As always, thanks for the chance you have given me to serve you.

There are a few very important job sites in our area that are going to give us opportunity.

Annual UBC Southern District Apprenticeship Contest Places SSMRC in the Limelight

The annual UBC Southern District Apprenticeship Competition was held at the Training Center in Houston, Texas on October 4-5, 2013. Apprentices representing Georgia, Tennessee, Florida, Louisiana, Arkansas and Texas were present to compete. On Friday, the apprentices completed a written

R.L. Gates, Tommy Meeks and Danny Budnik served as judges for the contest, while Rick Halford, Ed Wright and Jamie Pernicerio assisted the contestants as proctors. Thanks to the judges, proctors and all who helped to make the competition a success!



exam and a special project consisting of various measurements using precision tools. The hands-on project for Saturday included layout, welding, drilling and tapping, installing bearings and shafts, shaft alignment, installing gears and sprockets for a chain drive and various other millwright duties. The contest gave the apprentices the opportunity to display their millwright skills.

In addition to watching the apprentices compete, those who attended were able to visit displays provided by vendors: Daniel Pierson and David Toledo with Milwaukee Tools demonstrated a variety of new battery-powered tools, including some with the new state-of-the-art brushless motors. Sheldon Wray and William Zina with Lincoln Electric



In the Millwright category, Zachary Richards from Local 1421 out of Arlington, TX won first place. Second place went to Kris Carpenter, Local 1554, in Chattanooga, TN, and Jesse Martin, Local 1000 from Tampa, FL took third.

Additional Millwright apprentices participating were: David Baker, Jr. Local 1263, Kennesaw, GA; Jaye Hebert Local 729, Baton Rouge, LA; and Steven Mitchell, Local 216 in Russellville, AR. Congratulations are in order for all the contestants for being chosen to represent their areas in the competition.

demonstrated the new Lincoln Virtual Welding Machine and attendees were able to practice using it.

Barry Jeffcote of Jeffcote Industrial Services demonstrated Precision Laser Alignment equipment used for pump-motor alignment. Randy Allen, Gary Gardner and Joseph Gay with the UBC's National Job Corps Training Fund presented information about the Pre-Apprenticeship Training Program. Mike Fuentes of the Southern States Millwright Regional Council shared the new marketing materials prepared for the millwright recruiting program.

Apprentices representing Georgia, Tennessee, Florida, Louisiana, Arkansas and Texas were present to compete.



A golf tournament was also sponsored and enjoyed by those participating. All apprentices received shirts, a gift certificate and a plaque for participation.

The awards banquet on Saturday evening featured keynote speaker UBC Southern District Vice President Danny Maples. Representative Al Green

of the 9th congressional district and Representative Sheila Jackson Lee of the 18th congressional district also spoke.



Without the help of numerous directors, coordinators, judges, proctors and staff members, the contest would not be possible. Many hours of hard work and dedication go into these contests and the site preparations, as well as the hotel accommodations and the food services provided for the participants.

Most importantly, thanks again to all of the apprentices who participated. Without your hard work and dedication to your craft, the contest would not be possible and the future of the UBC Millwrights wouldn't be assured.

Local 1192
By Jeffrey B. Smith, Business Representative



FELLOW MEMBERS, I wanted to say thank you for the dedication and support you have given to our contractors this past year. With your determination to be successful in productivity, training and customer support, in combination with the right attitudes, is leading the way, and we have had a good year in finishing jobs on time, within budget and meeting milestones in ensuring customer success.

Since the signing of the new Industrial Partnering Labor Agreement (IPLA) that was negotiated, reviewed and signed by the UBC General Vice President Doug Baner, District Vice President Danny Maples and our EST Dennis Donahou, we have embarked on projects across the state of Mississippi, providing more working opportunities for millwrights. We are currently building a new Southern Company facility (Plant Ratcliff in Kemper County, MS) that put numerous dedicated millwrights to work at building a plant that will log countless numbers of man-hours, ensuring long term employment and maintenance opportunities for our present and future millwrights that will supersede us in the trade. Today's millwrights of Plant Ratcliff have logged over 50,000 man-hours, launching our contractor (ME-I) as a top ten largest man hour producer in the Council thus far for 2013. These dedicated men and women have endured a lot on this project from all angles, including the elements, while holding their heads high and leading by example for craftsmen. They have met every milestone and goal with no recordables ensuring contractor success. What we do today affects those who follow tomorrow. Keep up the good work!

Along the Gulf Coast, members have been busy all year. The IPLA has kept many millwrights busy by providing working opportunities in the Petro-Chemical and Powerhouse industries,

Today's millwrights
of Plant Ratcliff have
logged over 50,000
man-hours,

including Plant Daniels, Watson and Chevron doing maintenance work while allowing members to work close to home.

Plant Daniels, in Jackson County MS, has launched a new scrubber project that will provide long term employment for dedicated members. With the combination of good leadership and dedicated, well-trained professional millwrights, this project is well underway with no lost time or recordables. Atlantic Plant Maintenance has been going strong, providing employment opportunities in many generation facilities in our area.

With Fluor Maintenance handling most of the maintenance turnarounds between Plant Daniels and Watson in Gulfport, MS, they are reporting that their productivity has increased by a minimum of 15-20% since the IPLA agreement has taken effect, thus making their customers take notice as well as gaining the attention from other industries in the area. Fluor has also had a good bit of work at Plant Barry, in Mobile County AL, throughout the summer, keeping a full-time maintenance crew going strong.

Plant Barry is getting ready to launch a new coal conversion project that will offer long-term employment and opportunities here at home for Local members.

Here in Local 1192, we are preparing for tomorrow, so that we are ready for the construction industry's demand here on the Gulf Coast. It is projected that 500,000 more craftsmen of all trades will be in demand over the next eight years, peaking in the years of 2015-2016. I urge you, prepare today to be ready for tomorrow. For instance, if you do not have your rigging and turbine familiarization cards, I urge you to get them because of the opportunities available in this sector.

Let's continue to be the leaders of the industry. Through our continual training, good attitudes and determination we will always ensure contractor and member success!



Local 1263
By Mike Hamilton, Business Representative



WE ARE LOOKING FOR AN EVEN BRIGHTER OUTLOOK for the year 2014. We are beginning to hear from some of our turbine contractors that the spring outage season looks to be a busy one.

Unit 3 construction at Southern Nuclear Plant Vogtle is slowly progressing and we expect the opportunities for millwrights to pickup in the coming months. We have several members working as welders already at Plant Vogtle. We started several baggage handling projects at Greenville-Spartanburg International Airport and Charleston International Airport, and have work continuing at Hartsfield Jackson International Airport in Atlanta. There is also a new tire plant being built in the Macon area.

We continue to receive increased demands from our major turbine contractors for members to keep their rigging training current and for members to have all of their turbine training completed. The demand for members to have their millwright qualification is becoming greater

We have been visiting high schools and vocational colleges across our jurisdiction, targeting welding program students and distributing information about the millwright trade.

Another program we have been participating in and helping to sponsor is the Mentoring a Girl in Construction Camp Program. This program provides female high school students with the opportunity to learn about employment opportunities for them in the construction industry. Georgia Power Company has sponsored and promoted this program for several years, joined by the Building Trades in Georgia and several contractors, such as Fluor Industrial Contractors. In 2013, the SSMRC participated in three camps throughout Georgia: Cass High School near Cartersville, Adairsville High School, Burke County High School. Local 1263 members John Busby and Peggy Busby, who is one of our instructors, participated in both the Cass High School and Adairsville High School camps this year, teaching the students about our trade. I have addressed the students at all three camps and one of the camp participants, Chelsea Maggard joined our apprenticeship program.

We look forward to expanding our participation in these programs and will continue to participate in efforts to grow our membership and provide more opportunities for employment for a larger and more diversified work force.



Local 1263 Business Representative Mike Hamilton talks to Cass HS MAGIC Camp participant about opportunities in construction



Mike Hamilton and John Busby addressing the participants of MAGIC Camp Adairsville HS

across the country, so we encourage our members to make sure they get their qualification and keep it current. Rigging and millwright qualifications expire every four years. Also, we continue to encourage our members to get their TWIC cards so they will be able to work in the petro-chemical industry as demand for workers in this industry is ever increasing.

In order to prepare for the expected growth in work opportunities, we must also be mindful of growth in membership and in order to do this, we have been working together with our Training Trust Director, our Training Coordinators, our members and our Executive Board to develop and target an approach to make our communities throughout Georgia, North Carolina and South Carolina more aware of opportunities for young people to get into our trade.



Local 1421
By David Bonds, Business Representative



IN AN EVER-INCREASING EFFORT to further our market share, we are integrating technology into our Brotherhood as part of our marketing plan. If you would have asked me six months ago what a QR Code or QR Code reader was, I would have looked at you with a blank stare. Of course, I am on the older side of life and I am sure most of the younger members could have explained it to me easily.

However, now with my assignment to the Council Marketing Committee, I have learned fast about the QR Code. QR stands for “Quick Response” and has been integrated into our marketing materials and brochures. QR readers/scanners can be downloaded from an app store to “smart phones” and most are free. All you have to do is scan the QR code and it takes you to a website. How is this so helpful to our program?

Let’s take the Council brochures for example. Each brochure was developed for a specific target group, such as those exiting the military, those exiting high school or trade schools, and millwrights working at the trade who are not members. By having a QR Code on each brochure and business card, someone can instantly be directed to

a website designed specifically for their target group. I am very excited as we continue in the direction of being a part of a technologically advanced era in order to advance our efforts in securing membership, man-hours (for current and future members), for our Council and the millwright trade. This is just a small example of the technology integration and direction the SSMRC is taking. We are on the move in the right direction... technology is very effective and exciting! There is much more to come!

I am proud to report that Local 1421 had a great 2013. I believe the most positive thing I can report on is that we are working with owners who we have never had an opportunity to work with in the past. Some 2013 projects are Owens Corning, General Motors, two projects at the Dallas/Fort Worth International Airport, Johns Manville, Cargill, United States Postal Service, Bimbo Bakery, International Paper, Lower Colorado River Authority, Exelon Power, Florida Light and Power, Luminent Power, Ball Can, Miller/Coors Company, City of Austin Power, Norbord, and Owens Illinois, Hospira, and Love Field International Airport.

I want to thank the members of Local 1421 for their support, along with the SSMRC Staff and members of other Local unions in the SSMRC for their assistance in covering the man-power needs during peak times throughout the year. It is greatly appreciated!

REMEMBER: BE INFORMED, BE ACTIVE
– ATTEND YOUR LOCAL UNION MEETINGS!

Local 1554
By Tim Brown, Business Representative



SINCE ITS INCEPTION, the Southern States Millwright Regional Council (SSMRC) and its locals have been blessed with more work and man-hour possibilities than we could ask for. From 2010 to 2012 we have had great gains in man-hours, productivity and membership. Every year our man-hours and market share has been better than the year before, exceeding our expectations.

While no one can expect such vast improvements indefinitely, Local 1554 has remained steady and strong throughout 2013. Local 1554 has exercised great resolve in finding work to overcome the general slowdown in the nuclear power industry. Despite the fact that we have had less nuclear outages, our work in the power industry is not only standing strong but gaining due to picking up work at the TVA-Raccoon Mountain Pumped Storage facility. We are working with Alstom Power and Voith Hydro to build four new rotors for the four hydro units. This is a good job to get as it will employ our members for 10 to 12 months.

This summer, instead of the outage season going flat, as was expected, we were able to secure work in early July due to shutdowns at the Bridgestone tire plants, both at Warren County and La Vergn. Being able to secure outages such as these when the season is typically down and being able to continually gather work in every market condition is a testament to the hard work of the SSMRC Business Representatives and the reputation of superb skill and hard work of our members.

At the end of each year, we reflect on what we have done and the accomplishments we achieved. We should also take the time to look into the future and what it holds. According to every market prediction, 2014 is going to offer the SSMRC and Local 1554 many good opportunities. Because of all the hard work we all put into 2013, we will be able to capture the upcoming market. Business

Representatives from several locals have met with Field Services out of Stevenson, AL to discuss how we can supply them for the work they have coming up in the different industries they work. Those industries include, but are not limited to, paper-mill and some powerhouse work around the SSMRC.

Field Services is looking for millwrights who are trained in shaft alignment, pump rebuilding, boiler feed pump repair, and mechanical seal care and installation. This is where our superior training department can really show the industry how we are able to fit the needs of specific contractors and provide them with millwrights who are trained in the things that each contractor wants. We invited Field Services to come and inspect our training facilities

Every year our man-hours and market share has been better than the year before, exceeding our expectations.

They are developing specialized classes to fit the needs we have, and they are making sure that classes are available for those who want to get the training they need to make themselves more employable. A perfect example is the Reciprocating Compressor class that was developed and is being taught in Houston. This demonstrates how much the UBC and the SSMRC is willing to do to help secure work for our members and help contractors be successful.

The question that we are faced with, every time, when we come before a contractor to get work, is ‘What can our modern union do to help contractors be more profitable?’ We are proud to say that the SSMRC provides members who:

- 1. Come to work on time and act like a professional craftsmen.
- 2. Come to work prepared to give an honest day’s work.
- 3. Show up fit for duty, bring all of the tools that a craftsman is required to possess, and have the training to be able to complete the task at hand.
- 4. Stay on the job until the job is finished.

It is imperative that every one of us understand what it will take to make us successful and what we can deliver to the contractors to make them successful. After all, these are the things that keeps contractors coming back year after year to sign another agreement with our local unions. This is what insures that we have a future in this line of work and that we can pave the way for future generations of millwrights. This is the attitude that kept us strong in 2013 and it is what we’ll use to make 2014 even more successful.

Local 1554
By David Park, Business Representative



AS WE MOVE INTO 2014, work opportunities seem to be increasing across the Southern States Millwright Regional Council (SSMRC). It looks like the major push will start across the Gulf Coast in the Petro-Chem industry.

As you read throughout the newsletter, you will see a large amount of man-hours that will be available to millwrights. To help our local members procure some of these man hours the local unions are taking steps to make employment easier. The E-Board and members have voted to purchase TWIC cards for any member willing to travel to these areas or anywhere a TWIC card is required. Having a TWIC card makes our members more employable. To have your TWIC card cost picked by the training funds, members should contact their Local union office for details.

As some of you know, apprentice training has changed. New apprentices will now attend week-long classes and must receive 200 hours per year of training. The Millwright contractors and local training committees across the SSMRC felt uniform curriculum and scheduling would help procure a more consistent and beneficial form of training for apprentices.

Often members do not look at the overall scope of the millwright industry, but instead focus on a particular segment or field in which they work. It takes many skills to compete in all areas. In the next five-to-ten years, Local 1554 members will retire at a more rapid pace. To date the average age of our active working member is 49 years old. This is why we continue to train and build our Local, so that we all remain viable for working and retired members.

Currently, local work is looking good for the upcoming year. Power generation and the automotive industry appears poised for an increase in man-hours. Power generation across the valley will undergo major changes with the closing of several units at various fossil plants.

Congratulations to the following millwrights for achieving 31 to 35 years of service:

- **35-year members:** Nathaniel Wallace (retired), Gary Blair, George Forst, Charles Gower, Jim Gerwig, Russell Clark, Donald Johnson (retired), and David Prater
- **34-year members:** Clyde Tyree, John Bratcher, Ronald Tungate (retired), Robert B. Taylor, and Tim Slayton (early retired)
- **33-year members:** Gary Davenport (retired), David Holt, Cecil Hicks (retired), and Johnny Campbell
- **32-year members:** David Meketi (retired), Donnie Stroud, and David Walker
- **31-year members:** Donald Grant, Jeff Dickey, Wayne Markham, Kenneth Meadows, and Robert Hines

It looks like the major push will start across the Gulf Coast in the Petro-Chem industry.



Local 2232

By James Rowland, Business Representative



THE PRICE OF NATURAL GAS in the United States is at a level where it is cheaper for manufacturers to produce products inside the U.S. than to outsource to other countries with cheaper labor forces. Because of this, the abundant supply, and with the chemical and refining industry along the Gulf Coast, there has been an explosion of expansions in the Houston area. I've provided some information below about a few of the projects.

- **Exxon Mobil Corp.** plans a multibillion-dollar upgrade of its facility in Baytown, Texas. Some of the ground work has already begun. They have filed applications for permits with the U.S. Environmental Protection Agency and the Texas Commission on Environmental Quality to build an ethane cracker at the Baytown complex, and two high-performance polyethylene lines at its nearby plastics plant in Mont Belvieu. Once permits are approved, work on the plant could take about three years and the facility is expected to be operational by the end of 2016.
- **The Baytown steam cracker** would handle up to 1.5 million tons annually and provide 650,000 tons of feedstock for the new lines at the Mont Belvieu plastics operation. "The project is going to be an expansion of our Baytown project, which is already the largest integrated refining complex in the country," said Steve Pryor, president of ExxonMobil Chemical Co. in an interview published by the Houston Chronicle. "It builds on our strengths as an integrated petrochemical company and will take advantage of all the shale gas that is coming on." Exxon Mobil's Baytown complex, covering five square miles, is already the largest in the nation. Its refinery can process up to 584,000 barrels of crude oil per day and it houses two chemical plants that produce rubber and plastics as well.
- **Chevron Phillips Chemical Co.** is studying the potential expansion of its Normal Alpha Olefins (NAO) capacity at its Cedar Bayou Chemical Complex in Baytown, Texas. The company is targeting at least a 20-percent capacity increase in a phased approach. Construction is scheduled to begin in the first quarter of 2014 and would be completed in the fourth quarter of 2015. "This study echoes Chevron Phillips Chemical's strong commitment to the NAO business and to meeting



The price of natural gas in the United States is at a level where it is cheaper for manufacturers to produce products inside the U.S. than to outsource to other countries with cheaper labor forces.

- the growing demand of our cus-tomers," said Mitch Eichelberger, general manager of NOA and polyalphaolefins for Chevron Phillips Chemical, in an article on Business Wire. "In addition, this proposed expansion has great synergy with the 1-hexene plant currently being built at our Cedar Bayou complex." Earlier in 2012, Chevron Phillips Chemical began construction of the world's largest on-purpose 1-hexene plant, capable of producing up to 250,000 metric tons per year at its Cedar Bayou complex. This project is anticipated to start up during the first half of 2014.
- **Dow Chemical** will expand two of its performance plastics franchises at its Freeport complex and two of its performance plastics franchises in Plaquemine, La. It is not surprising that Dow chose Freeport and Plaquemine for the locations of its expansions as both of the locations are major hubs for company operations and both are undergoing other expansion projects. In fact, all of the expansion projects at the plant fall under Dow's planned \$4 billion petrochemical expansion along the Gulf Coast. This plan, which was launched to take advantage of cheap shale gas that Dow can use as feedstock, also includes an ethylene cracker in Louisiana, a propylene production facility in Freeport, a new ethylene unit in Freeport and other Louisiana expansions. Dow said the new performance plastics units alone will employ up to 3,000 construction workers.
- As you can see there is a huge potential for millwright work in the Gulf Coast region. The SSMRC is currently working on recruiting membership and updating or developing advanced training so we can meet the labor demands with good union millwrights. The millwright work for these projects is in the near future, so if you know someone who would make a good union member and a strong millwright, have them contact your business representative.

Local 2232

By Mike Hines, Business Representative



LOOKING BACK ON 2013, we can see that it was a good year. We had several jobs that awarded us steady work and gave our members and their families the financial security they deserve. For the Houston area and all along the Gulf Coast, 2014 is promising us opportunities that will easily surpass what we had this past year.

Two things are happening that directly benefit us: The petro-chemical industry is opening up like we haven't seen in several years; and there will be a shortage of skilled workers during this same time. This puts the odds greatly in our favor. Not only do we have the available manpower to fill this void, but we have the best trained workers available. This puts Local 2232 and the Southern States Millwright Regional Council (SSMRC) in a position for success. If we plan on taking advantage of these opportunities, we must be willing and we must be ready.

It is a known fact that our industry is ever-changing, and the petro-chemical industry is not exempt from the changes in technology, development, and environment that gives us the challenge of keeping ahead of these changes to continue to advance in the marketplace. There are also changes in what is being demanded by owners of contractors and members who work in their facilities. There was a time when one needed to simply show up with a complete tool box, be able to pass a preliminary drug test, and watch a short site-specific film. This is no longer the case. We need be aware of the things that are changing so that we keep ourselves in a position of availability. The SSMRC recognizes these changes and is already taking steps to accommodate.

Mandatory, pre-employment drug testing is becoming more prevalent and more in-depth. In addition to traditional methods, many facilities are requiring hair follicle testing as well. While these may be more accurate and more reliable, it is also more expensive. Local 2232 and the SSMRC have helped to offset these costs by diverting money through negotiations to the Health and Welfare funds to cover these costs to our members and contractors. This makes us more cost-efficient and makes our members more easily employable.



We had several jobs that awarded us steady work and gave our members and their families the financial security they deserve.

More and more places are now requiring more credentials to work. Background checks are more comprehensive and most places are requiring a TWIC (Transportation Worker Identification Credential) card. Not only are TWIC cards being used for admittance, but they are also being used as means for clocking in and out. For plants and facilities requiring these, even a class C misdemeanor may prevent you from working these jobs. Just the background checks could cost \$60-\$120 per worker. In an effort to make employment as seamless as possible, Local 2232 is covering these costs. We are also educating members on how these changes may affect them. Members are becoming knowledgeable on the procedures on getting these credentials and the importance of them.

It is common knowledge that we must have our training up-to-date before going onto a job requiring that training. Now, site-specific training is becoming required more often and the worker must have his documentation on hand. Some facilities are even requiring journeymen and supervisors to present a resume to verify the qualifications of these individuals.

The SSMRC recognizes that more is being required of our members and their training background. Every Training Director and every Business Representative from around the Council, along with contractors from all 11 states and the International Training Center has teamed up to develop curriculum for apprentices and journeymen to meet the needs of the industry. Some of these classes include rigging, pumps, compressors, alignment, and optical alignment. These classes, along with the others that our training facilities offer, give both our members and the contractors we have partnered with the edge we need to gain market share along the Gulf Coast, from Texas to Alabama. We must be prepared for the explosion of work we are likely to see the next five to ten years.

If you are interested in working in the Houston area and along the Gulf Coast, you must get your training and get your credentials. If you have questions concerning training and what you may need, contact your local training centers. Our website, www.southernstatesmillwrights.org/training also has some key information. For information regarding obtaining your TWIC card, refer to the article on page 26 or call 1.855.347.8371.

Local 2411
By Paul French, Business Representative



BROTHERS AND SISTERS, our Council was formed a short three years ago. We continue to move forward with a mission: We are looking at every operation and measure it by one simple rule - does it help us grow or hold us back? If it helps us grow, creates opportunities for our members, and strengthens the union, we will capitalize on it.

We learned that we need to continue to train to make ourselves to be more knowledgeable and a better worker. Even when the economy drops off, we need to take those training classes! Keep your training up-to-date! Be ready for your next opportunity.

Our council is continuing our emphasis on training by offering compressor training at the Houston Training Center. This is to take advantage of the increase in the petro-chemical work along the Gulf Coast, from Texas to Florida. We also have paper mill classes being offered at the different training center around the Council. Go visit the Council web site, www.southernstatesmillwrights.org, to find the schedule and where the classes that you need are being presented at any given time.

Work is good for Local 2411 right now and the future looks very promising. Work was slow this summer due to normal outage season fluctuation, but has really picked up right now and the spring will continue to be so. We are in the middle of outage season in Florida and there are short outages going on from Brunswick to Palatka at the different paper mills. The paper mills will usually schedule their spring outages at about the same time and Rayonier in Fernandina plans to have a three-week outage in February, with the other mills having 7-10 day outages. Please keep in mind that Rayonier requires an OSHA card that is no more than three years old.

There is an outage at the Florida Power and Light Putnam Plant in Palatka that just demobilized until the parts return. It should start back in a couple of weeks. The turbine outages in the spring promises to be smooth. If you plan on working these jobs, make sure to check your rigging card to make sure it has



not expired. We also continue working with our contractors at Anheuser-Busch, in Jacksonville, supplying skilled men whenever needed.

I would like to share this little story with my brothers and sisters: I recently visited the home of one of Local 2411's member's home, Dewey Spaulding, who was a superintendent for contractor Milton J. Wood for several years. The reason for my visit was to present Mr. Spaulding, who is now 84 years old, with his 50 year pin and his Gold Card. 50 years of service with the Brotherhood is an outstanding achievement that is awarded with Honorary Member status. With his family surrounding him, I presented him with his pin and Gold Card. He proudly passed the card around to the family for them to see. One of his grandsons looked at it and said, "This all you got from the Union?" Mr. Spaulding stood up, took the card, and walked over to the back door and said: "Come here. You see them four wheelers you like to ride, see those old cars you like to drive, see this house you live in?" As he started shaking the card at his grandson, "That's what this Union has got me and if you're smart when you get out of school you'll go down and hope they give you a chance to be a member. God Bless the Millwrights and God bless the UBC!"

I tell you this story to inspire and prompt you to ask yourselves, "Do I feel that way?" We should all have this sort of enthusiasm about our union and the things it has done and can do for us and our families and our communities. This is the attitude that drives a better union. This is the attitude that shows the world and our competition the pride that we have.

Everyone realizes that, when someone has pride in their work and is happy with their employer, they make for a better worker. A better and more productive worker is who we are. That's our identity within the construction industry. Let's take a cue from Mr. Spaulding and the others like him out there that show that much enthusiasm. Let's show the world our pride and the drive we have. Let's be a better worker and grab our share of the market!

Work is good for Local 2411 right now and the future looks very promising.

Georgia, North Carolina & South Carolina
By Dickie Bone, Director of Education and Training



NEW TRAINING FACILITY FOR SOUTHERN DISTRICT MILLWRIGHTS AND CARPENTERS

As a continuing effort to ever-improve our program, I am proud to announce the construction of a new training facility. The project consists of a 12,500 square foot training facility located at 40 Telfair Place, Savannah, Georgia. The Southeastern Carpenters Training Trust (SECTT) would like to thank Carpenter Local 256 for the donation of 1.3 acres which enabled the construction of the proposed project. The construction plans for the new training center were designed by the architectural firm Kern-Coleman & Co. LLC

from Savannah, Georgia. Kern-Coleman & Co. LLC have worked closely with the SECTT and the City of Garden City to install a new sewer line. This was needed before any building construction was started.

Bids were submitted by four union construction firms. AirCo Power Services presented the best bid proposal and construction of the new building begun on June 4th, 2013. This facility will serve our members in the Southern District after the completion of two large classrooms and a computer lab.

A larger shop area will enable classes to be taught inside during bad weather. Rigging classes will be taught in the shop area. The interior of the building will be completed by the apprentices as a training aid. The apprentices and journeymen will have access to the new break

room area and there are larger bathroom facilities for both men and women. A paved parking area will facilitate additional parking spaces for members seeking training. This new facility will have all the most up-to-date equipment and training aids. Larger classrooms will enable SECTT to increase the number of members seeking training.

Southeastern Carpenters Training Trust would like to thank all our signatory contractors for their apprenticeship contributions, which enabled the construction of this new and expanded facility. Education and training of our millwright and carpenter apprentices as well as our journeymen members are our primary goals. Only through continued educational training developed by the Carpenters International Training Center will our members be able to compete in this ever changing construction market. We, as a group, must always strive to put our best foot forward in work skills and training.

I am proud to announce the construction of a new training facility. The project consists of a 12,500 square foot training facility located at 40 Telfair Place, Savannah, Georgia.



Savannah Training Center

Trainers Train on Vibralign Lasers

SSMRC Instructors recently took part in a two-day "Train the Trainer" session for Vibralign Lasers, which were recently placed at each of the six main training facilities across the Council's 11 states. The event was coordinated and hosted by **Dickie Bone**, Training Director of the Southeastern Carpenter Training Trust Fund. Attending was Gary Cothron (LU 1000), Steve Carr and Ed Wright (LU 216), Roy Evans and Tim Story (LU 1263), John Potts (LU 1192), Jim Westbrook (LU 1554), George Watlack (LU 1421), Lawrence Cohn (LU 2232), and Danny Allen (LU 1098).



Arkansas & Oklahoma

By Edward Wright, Training Director



IT IS HARD TO BELIEVE ANOTHER YEAR is about to come to a close already. This has definitely been a busy time for all of those at the AR/OK Carpenter's Apprenticeship Training Center in Russellville, Arkansas. Due to the high, ever changing, demand of remaining at the top of our skill levels, there is a necessity of keeping all of our union millwrights educated with the newest technology.

All of the six main training facilities across our 11 southern states purchased new Vibralign Lasers. The new Fixturlaser NXA Pro from Vibralign is a laser-based shaft alignment tool that utilizes the latest technology in digital signal processing, as well as other innovations, to provide faster and even more intuitive operation, but with advanced functions and capabilities. The new Fixturlaser NXA Pro alignment system replaces the Fixturlaser XA Professional system, incorporating numerous innovations and improvements. The innovations start with a new display unit with a 6.5-inch touch screen with video-game-style realistic graphics, and includes a completely redesigned set of transmitter/detectors.

A MEMS (micro-electromechanical systems) gyroscope in the display unit powers the new Omni View function. With Omni View, the



screen display changes in real time to always show the machine being aligned from the same viewing angle as seen by the operator, i.e., the system logs the user's position and keeps track of it in relation to the machine.

Due to the high, ever changing, demand of remaining at the top of our skill levels, there is a necessity of keeping all of our union millwrights educated with the newest technology.

No other laser alignment system can do this. We are very excited about our new Vibralign lasers, and greatly appreciate and want to acknowledge Dennis Donahou, EST, and the SSMRC, to help make this happen. In November, all the millwright instructors will took a Train-the-Trainer course at Kennesaw, Georgia. With all training centers throughout the southern district having the same training and equipment, it will greatly increase our members' productivity for all contractors. This course was put on by Vibralign. I want to ex-tend a special thank you to Dickie Bone, Training Director for the Southeastern Carpenter Training Trust Fund, for hosting this seminar.

Florida

By Gary Cothron, Training Director



THE FLORIDA TRAINING DEPARTMENT is celebrating the success of 2013. The summer training schedule is over and we are pleased with the turnout of members that came in and upgraded their skills. We were busy with the apprenticeship contest as well as upgrading our own skills in the off season. The winter training schedule was released in late November, so look for it on the Council website.

We have been working with our hometown contractors to focus our efforts on taking over the rotating equipment that the non-union has a big hold on. As in most industries around the country, the phosphate industry has special training that you must have to work in their plants. We are working hard at providing that training, as well as getting "out of the box" and looking for ways to give our contractors an edge when they hire new members.



We now have our contractors give site-specific training at the same time we give safety training in our training center. This will save the contractors one man-hour per member the first time the member goes to a job.

We have several big turnarounds coming up that will require over 50 millwrights; this will save our contractors 50 man-hours at sign-up. This is a way to help our contractors to stay competitive in this line of work. This is over and above the skills and attitude our members bring to the job site every day. We all need to be conscious of every hour we put in on the job and at

Certified Welders are in big demand, so if you have certified welding papers, keep them active by making sure you get your 1039 (re-qualification papers) redone every six months so you remain an active welder.

our training centers to help give our contractors the ability to bid the work we need to corner this market. On another note, everyone should have received their new training card in the mail by now. If you haven't, contact your training center and we will see if you have a good address on file.

We still have members who are failing to get and maintain their training cards. Be extra diligent about two cards in particu-lar: Rigging and Forklift / PITO. These classes have a refresher class every 3-4 years. It is important to get these classes refreshed before it runs out or it will cost you jobs. We do our best to offer these classes every training cycle. Now that you have access to your training records, you need to make sure that your classes are up-to-date. Don't wait until they run out.

Certified Welders are in big demand, so if you have certified welding papers, keep them active by making sure you get your 1039 (re-qualification papers) redone every six months so you remain an active welder. For those who weld but are not certified, come in and let us help you get certified. It will make you more money in long run. The Rigging Refresher has also been in high demand. Please remember that you must register two weeks in advance for these classes.

The training centers for the Southern States Millwright Regional Council are here for you and all members to get the training you need to be qualified for every job opportunity that may present itself to you. We strive to give you every advantage you can have when you get to the job sites. This gives us our marketability and in turn, gives you the opportunity on the job site. Let's all make sure to take advantage of every asset we have in order to further our careers and our Brotherhood.

Louisiana
By Ray Calamari, Training Director



THE MILLWRIGHT APPRENTICESHIP TRAINING PROGRAM now offers daytime training at both the Baton Rouge and New Orleans Training Centers to help fit the standardization the Southern States Millwright Regional Council (SSMRC) is putting in place for the training program. The SSMRC adopted a standardized core curriculum for apprenticeship training. Training hours for apprentices has expanded to 200 hours per year. Also, the training departments, collectively, are developing a Council-wide effort to have the same name for all training classes. This is will simplify adding the classes that a member has taken into TRAIN and will also make it more streamlined in searching for classes on the Council website (www.southernstatesmillwrights.org/Training).

In Louisiana, we are in the process of purchasing tools and props to conduct the UBC Pump Repair course. This training course will be needed for our members to hone their skills and productivity for upcoming projects in the petro-chemical industry across the Gulf Coast over the next five years. We also will be conducting laser alignment training. The SSMRC has assisted the training program in purchasing new Vibralign lasers.

The UBC has introduced training courses that enable our members to learn the skills and procedures to increase their knowledge and to be safe and productive in the workplace. We encourage our members to get their TWIC card and Millwright Qualification. Please contact your local training center or go online to www.southernstatesmillwrights.org.



Brian, James and Jay checking the New Goulds

org/Trainig to enroll in any training classes you may need. Local 729 Business Representative Kevin Curley and my staff have attended several career and job fairs to recruit potential millwrights. Over the last three months, we have been able to talk to many potential new members at these fairs. We are getting great feedback and these young men and women we talk to show great interest in what we do as a trade and as a union. We continue to work with the Louisiana Technical Colleges after attending these career fairs this fall. We established relationships with Veterans Representatives in different parishes around the state. If any of our members have relatives or friends who might be interested in a millwright career, please have them contact the training center to schedule an interview.

The 3rd Year Apprentice Program was held in May and October at the International Training Center in Las Vegas, Nevada. I would like to thank Travis Atkinson, Christine Barton, Jason Coleman, Samuel Ducksworth, Jr., Rayne Granger and Fleet Wallace, III for attending. These individuals represented Local 729 and our apprenticeship program very well.

Congratulations are in order for Jaye Hebert, Broderick Lancaster, Joshua Pilant, and Cody Sholmire who successfully completed their apprenticeship this summer. These men will be a great asset to the millwright trade. Special congratulations go to Jaye Hebert, who represented Louisiana in this year's Southern District Apprenticeship Competition in Houston, TX.

Lastly, I am pleased to announce the Central South Carpenters Regional Council has broken ground on our new Training Center located in Metairie, LA. The building will be home to the Regional Council, Local Unions 1846 and 729, and the CSCRC Training Fund of Louisiana.



Rigging class

Mid-South Regional Council
By James Hulsey, Director



THE MID-SOUTH TRAINING DEPARTMENT acquired a long-awaited new training facility near Birmingham, AL. The building is located on Commerce Drive in Pelham, AL close to a major Interstate highway and has a prominent visual presence. However, the building needs to undergo substantial renovations to insure it will be a "state-of-the-art" modern facility that will meet all of our training needs. Our architect has been developing design and construction drawings over the last three and a half months and in a recent Trust Fund meeting, he noted the drawings are scheduled for completion by Oct. 15, 2013. Construction should be complete in approximately three months after bid and notice to proceed. The facility consists of approximately 27,500 square feet located on 2.8 acres. The building will have approximately 6,000 square feet of finished area for offices and classrooms. In addition, we will have a modern computer lab to accommodate our PowerSafe and Nantel training. We plan to have a formal open house sometime in the summer of 2014.

In other news, TVA developed a "Train the Trainer" course to enable individual crafts to deliver TVA Rigging Gap training directly to their members. Currently, we have Senior Coordinator Mike Valentine and Coordinator Joel Scott qualified to deliver

this training. The TVA Gap training requires an additional 32-hours of training over and above our UBC rigging training. We have delivered several of these classes and expect higher demand in the near future. TVA requires their gap training in order to rig on TVA projects. This is yet another example of how the training departments of the SSMRC is a driving force in today's construction marketplace. We are willing and able to take the extra step to make sure that the millwrights we put out into the field are the best trained and can adapt to any need.

TVA developed a "Train the Trainer" course to enable individual crafts to deliver TVA Rigging Gap training directly to their members.

The Mid-South Training Department also wishes to announce our latest addition to our full-time training staff. Adam Brooks was hired in August as a millwright instructor at our Moss Point, MS facility. Adam is a member of Local 1192, where he served his apprenticeship in the

North Alabama Training Center. We welcome Adam aboard and I am confident he will be a valued asset to our training department. Adam is replacing long-time Millwright Coordinator Charlie Day, who retired in July. Former Coordinator Day served the training department for many years and we wish him the best in his retirement.

In closing, the Mid-South Training Department was, until recently, the only training department within the Council that did not offer weekly/daytime apprenticeship training.

However, our fund trustees approved millwright daytime apprentice training implementation in the March meeting. We have conducted the new training format, as a pilot, in the Moss Point/Vicksburg programs in efforts to fine tune scheduling and curriculum. We have developed schedules for the remainder of our programs and expect full implementation in January 2014.



Training Reports

Texas
By Paul Jones, Training Director



HAMAR LASER TRAINING
For many years, the precision optical level, commonly referred as the Brunson or K & E, has been the iconic machinery alignment and leveling tool in millwrighting. When used properly, this precision tool is accurate and repeatable to one thousandth of an inch (.001”). The downside is that it takes experience and time to set it up to get accurate and repeatable results. This is where strength of the alignment laser lies. Set up is fast, easy, and nothing is more accurate.

The commitment to advance our knowledge of technology is never more apparent.

Hamar Laser is the only company that manufacturers a tool that offers three independent and automatically rotating laser planes. Because of this, the cube that emits all three lasers is very versatile to precision millwright work. It not only measures surface flatness, squareness, and straightness, but it also has the capability to fix alignment problems. It does all of this in a fraction of the time it takes someone using conventional optical alignment tools.

Recently, Dean Simonek, Vice President of A-Plus Construction asked for help from the North Texas Training Center. They owned an older Hamar Triple laser system and wanted to take advantage of a training package that was offered for the device. He requested that two trainers from the North Texas Training center to accompany three millwrights from A-Plus Construction to the Hamar Training Center in Sarasota, Florida.

Five members attended the three-day training class to learn the features, advantages and benefits of the system. The short-term benefit of this training is, it gives this signatory contractor the ability to bid on work that capitalizes on the use of this device. In the long term,

North Texas Training Center gained the valuable ability to train all millwrights on these advanced and modern skills. Once all the training fixtures are in place, this laser will become part of the optical alignment class that is covered in the Millwright curriculum. The Laser that was used in this training class was the L-743 Triple Scan. It features the flattest lasers in the world and all three laser planes are accurate up to 1 arc second (.00006”/ft). The beauty of this device is that the squareness can be projected out to 100 feet. This gives this laser the capability to align

and level the biggest machines in the world. The cube that contains the lasers has two vials which make leveling simple and fast. The Bluetooth targets, accurate to .00001”, instantly transmit data a maximum of 130 feet to a handheld readers. Up to four targets can send live data simultaneously to the reader so errors in multiple locations can be monitored and adjusted without changing the setup. It is a tool that has many uses in the millwright marketplace. For example, setting and leveling sole plates or aligning rolls in a paper or steel mill will be near effortless.

The commitment to advance our knowledge of technology is never more apparent. Contractors are beginning to realize that the use of high end equipment is saving both time and money. It is our responsibility to stay with the times so that we can continue to support these contractors and provide them with the best trained millwrights in the business.

In 1940, George Orwell was quoted to say “Men are only so good as their technical developments allows them to be.” Even 70 years later, that thought is as accurate today as it was then.

Got TWIC?

2014 IS PROMISING TO BE A BIG YEAR for the Southern States Millwright Regional Council. Some studies show that it may be difficult to find skilled workers to fill the manpower demands we are going to encounter.

It has been stressed by the Training Departments and the Business Representatives how important it is to have all of your training up-to-date and make sure that any credentials you possess have not expired. If you do not have these credentials, you must get them in order to be the most employable. Being employable not only helps you and your family, but also your fellow union members. We need to make sure the SSMRC has enough skilled workers to meet this demand and that means each member being fit to go out on a job at any time.

Part of being employable and having all of your credentials up to date is having your Transportation Worker Identification Credential (TWIC) card. Outages in the petroleum and chemical industries and many other jobs along the Gulf Coast are requiring TWIC



cards. The TWIC web site describes the program as an “identification credential for all personnel requiring unescorted access to secure areas of facilities and vessels,” identified by the Maritime Transportation Security Act.

Those required to have a TWIC card includes port facility workers, long shore workers, truck drivers, and construction workers.

“Anyone who has an interest in working in the petro-chemical industry should get their TWIC card,” said UBC Vice President Doug Banes.

Local 2232 Business Representative, Mike Hines, said that, “We have a Local with more than 900 members and most have the credential, but we are seeing that millwrights coming from other areas don’t have it. They aren’t applying until they’re assigned, and it could take up to 12 weeks to get the credential.”

For more information on the TWIC program and how to apply, visit the website www.tsa.gov/twic or call: 1.855.347.8371. There you will find steps on how to apply and what you might need to do so. You can also inquire about using your mobile phone. Call your local training departments to ask about compensation for the cost of the credential.

Remembering
Dennis Thompson

THE SOUTHERN STATES MILLWRIGHT REGIONAL COUNCIL lost a friend in 2013 with the passing of Dennis Thompson. Dennis, 41, passed away July 18, 2013. He was a proud member of Local 1192 for 11 years and was known as a hard worker, a leader, a friend, and a family man. Dennis showed his leadership not only on the job site, but within his local as well.

He was one of the founding delegates of the Southern States Millwright Regional Council and worked hard from its inception in September 2010 to make sure that he was helping to create a prosperous, well-run council. He represented his Local well and helped make sure that the members of his Local were well informed on the inner workings of the Council.

When friends were asked about Dennis, the trait that is always mentioned is his positive attitude. Friends say that they never saw Dennis in a bad mood and could always make those around him smile. His attitude and dedication will be missed by all. He lived with his wife and their children.

UBC General President **Doug McCarron** (left) spends time with **Dennis Thompson** (right) at a 2013 SSMRC meeting.



The staff of the SSMRC wishes all members and their families the brightest of holidays and a happy, prosperous new year.

