

Southern States Millwright Regional Council

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David Park, Local 1554, Tennessee	<i>Vice President</i>
Michael Hines, Local 2232, Texas	<i>Conductor</i>
Daniel Mullis, Local 2411, Florida	<i>Warden</i>
Michael Valentine, Local 1554, Tennessee	<i>Trustee</i>
Joel Scott, Local 1192, Alabama/Mississippi	<i>Trustee</i>
Jimmie Jordan, Jr., Local 1000, Florida	<i>Trustee</i>
David Bonds, Local 1421, Texas	<i>Executive Committee at Large</i>
Kevin Curley, Local 729, Louisiana	<i>Executive Committee at Large</i>
Rick Halford, Local 216, Arkansas	<i>Executive Committee at Large</i>

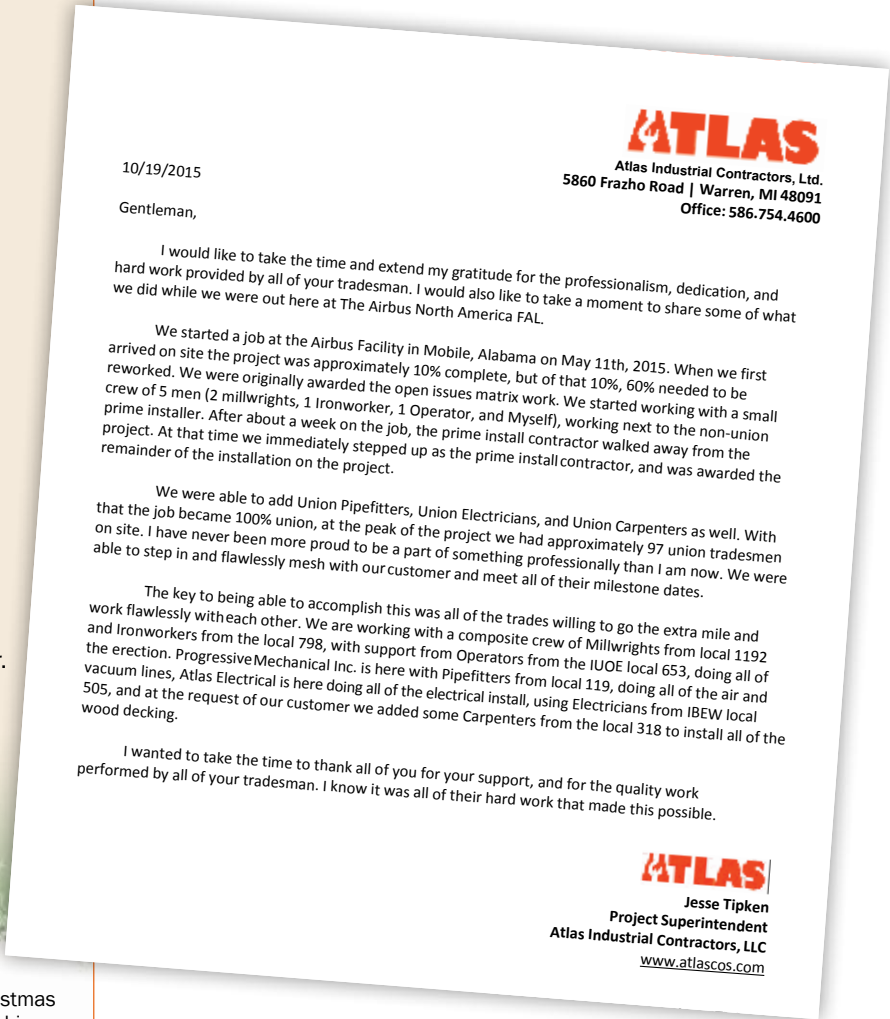
Tell us your news...

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.

All of us from the SSMRC wish everyone a very Merry Christmas and Happy Holidays. We are grateful for our amazing membership, who help us maintain our reputation of being the most hardworking and productive millwrights around. **We hope you enjoy this time with your family, friends, and loved ones!**



Wayne Jennings Elected Executive Secretary-Treasurer

In a unanimous vote recently, delegates of the Southern States Millwright Regional Council elected Mr. Wayne Jennings as its new Executive Secretary-Treasurer (EST). Mr. Jennings is the second EST for the Council. He replaces founding EST Dennis Donahou, who was recently promoted to Vice President of the Southern District of the United Brotherhood of Carpenters.

Mr. Jennings was formerly a Business Representative of Local 1192.

There he played a key role in transforming the Local into a fiscally sound organization that is in high demand to provide skilled millwrights to a variety of industries.

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UBC General Convention Illustrates How We All Build Strong

McCarron Team to Lead the Way for Another Five Years

The atmosphere was electric this summer at the 41st General Convention of the United Brotherhood of Carpenters, and our representatives from the Southern States Millwright Regional Council were right in the thick of things. They were part of the 1,500+ delegates who spent four full days in session to review and vote upon UBC operations, and approve the future direction of our great Union for the next five years.

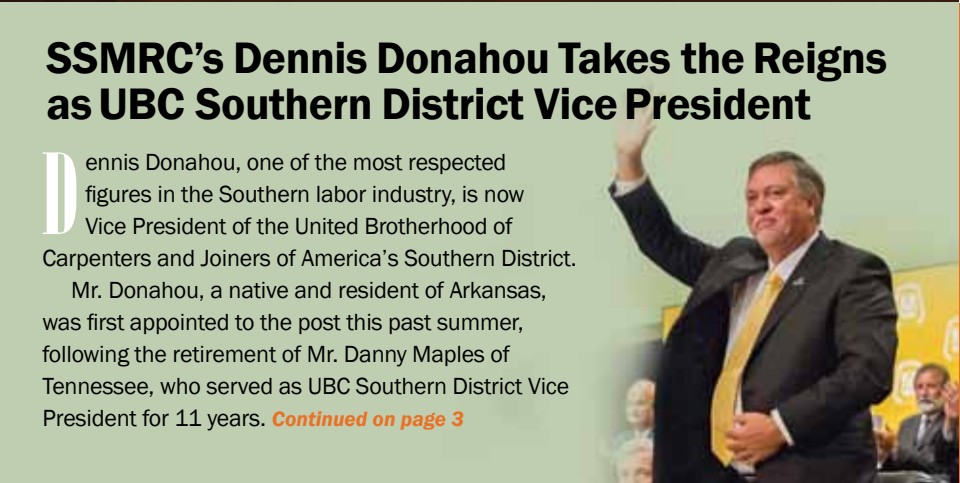
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SSMRC's Dennis Donahou Takes the Reigns as UBC Southern District Vice President

Dennis Donahou, one of the most respected figures in the Southern labor industry, is now Vice President of the United Brotherhood of Carpenters and Joiners of America's Southern District.

Mr. Donahou, a native and resident of Arkansas, was first appointed to the post this past summer, following the retirement of Mr. Danny Maples of Tennessee, who served as UBC Southern District Vice President for 11 years. Continued on page 3



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At the SSMRC council meeting on August 8, 2015, council delegates unanimously elected me to fill the role of Executive Secretary-Treasurer (EST), a seat vacated by Dennis Donahou when he was named Southern District Vice-President for the United Brotherhood of Carpenters. I am very proud of—and humbled—that the delegates placed their confidence in my leadership as our Council’s next EST.

I have been a part of this Council since it was formed in September 2010. I would like to express gratitude for the support I received during these last five years. It was an honor to be the Business Representative for Local 1192 during this time. I was initiated into Local 1192 in 1991 and in 24 years, I have seen the Local enjoy prosperity and experience challenging times. I received a lot of help from the membership during my tenure as Business Representative, and the things that were taught to me were crucial in the success of Local 1192. I am very proud of these accomplishments and I hope the membership feels the same way. In these last five years, the most important achievement is nearly doubling the man-hours worked, resulting in more employment opportunities for 1192 members. We also:

- Remodeled the 1192 Birmingham Office
- Rebuilt the membership
- Added a new staff member
- Purchased the 1192 Mobile office
- Consolidated our Health & Welfare
- Made improvements to our Pensions & Annuities

With the work of the membership doing their best on every job, getting contractor recognition, gaining new market share, getting all the training they can, and with the help of the Southern States Millwright Regional Council (SSMRC), Local 1192 is as strong as I have ever seen it.

I’m sure you’ll join me in wishing Mr. Donahou, who remains an active member of Local 216, heart-felt congratulations and the best of luck in his new position on the UBC’s General Executive Board as Southern District Vice President. As our Council’s founding EST, we all benefitted from Mr. Donahou’s experience as a member, Business Representative, and EST of first the Arkansas and then the Arkansas/Oklahoma Regional Councils. He paired that knowledge with a strong work ethic to build a Council that is emulated throughout the Brotherhood. For instance, under his leadership:

- Both membership and man-hours gained significantly
- Our gain in market share has exploded
- We have a Council that is financially sound and can carry us through any rough times that may come
- Our marketing and recruitment program, steered by a full-time marketing employee, has turned into a template program for the entire UBC. It is a major campaign that has gained us both membership and work with new contractors and has established us in plants that we haven’t worked in for several years.

On behalf of the membership, I thank Mr. Donahou for the work he performed for this Council. I also want to thank Mr. Donahou personally for all he has done on behalf of our members. He has given Local 1192 and myself a lot of help during his tenure. He has given me much sound advice on leadership and has supported Local 1192 in any way asked.

As the new EST of the SSMRC, I am committed to providing the same brand of sound, thoughtful leadership that our members and employers have come to expect. Doing so will allow for the positive direction of this Council to continue, as we leverage the great success from our first five years. We will not take a step backward



I am very proud of—and humbled—that the delegates placed their confidence in my leadership as our Council’s second EST.

and we will not be complacent in our growth. We will continue to strive for excellence and push forward toward obtaining the goals set before us.

One advantage of a leadership change is that new ideas are brought to the table, and the SSMRC is in a great position to build on our success with the help of putting new ideas into play. Sometimes an organization may be growing, but it isn’t secure enough to make changes necessary for expansion.

The goal of gaining market share is a prime example. We have gained much market share in five years, but we now need to chase markets that we have historically not pursued. We must pursue opportunities such as the maintenance agreement at the airport in Oklahoma and other areas such as the automotive industry. We are securing work with TVA, but we must stay focused and keep after our goals. TVA is an area that we have, in the past, had a difficult time gaining work. We are now getting some opportunity with TVA, and I’m confident that once our members prove they are the best value in the industry, we will capitalize on more opportunities with TVA.

The SSMRC is very secure and can be aggressive in the pursuit of our goals. There are great opportunities before us; we must not let them pass us by.

Another hallmark of our success is our membership’s dedication to continually updating their training.

This goes for the SSMRC staff as well. The SSMRC has one of the best staffs in the UBC but we can get better. We will be rolling-out more staff training in an effort to better prepare our Business Representatives with the skills and tools they need to represent our members in the most professional and business-like manner possible. Our Business Reps are the ones who go to the job sites, meet with contractors and work with facility owners. They represent the SSMRC while we pursue manhours with contractors who work within plants we don’t already service. I firmly believe that we have a staff that is already excellent with this, and our growth is evidence of that, but that doesn’t mean we can’t get better. By continuing with staff education, we will add more tools to our tool box in order to better service our customers, which in turn will strengthen our Council.

The Council has the tools to achieve our goals and the staff is prepared to do what it takes to accomplish them, but the buck stops with our membership. Each member, on each job, every day, is the true face and representative of the SSMRC. It takes each of you consistently doing the best you can for this Council to succeed. Safety on the job is our number one priority. We must always arrive home in the same healthy condition we started the day with. A safe millwright – who exhibits professionalism, a great attitude, a strong work ethic, and who is well trained – is a productive millwright who gives the SSMRC and their brothers and sisters the reputation we have built and a reputation we must build on.

Again, I thank you for the opportunity to lead as your new EST. Together we will push this Council forward and gain heights we have never seen.

Yours in Solidarity,

Wayne Jennings

Wayne Jennings, Executive Secretary-Treasurer
Southern States Millwright Regional Council

SSMRC’s Dennis Donahou Takes the Reigns as UBC Southern District Vice President

Continued from page 1

At the UBC’s 41st General Convention in August, District VP Donahou was part of the McCarron Team that was unanimously re-elected by delegates to lead the UBC for a new five-year term.

“Danny set the bar extremely high in terms of leading the Southern District. I hope to honor his legacy by continuing to create work opportunities for the thousands of men and women in this region, while at the same time supplying safe, productive, skilled professionals for our construction partners,” Mr. Donahou said.



Mr. Donahou was Executive Secretary-Treasurer of the Southern States Millwright Regional Council when he was called to lead the Southern District. Mr. Donahou was the founding EST of the SSMRC, taking 5000+ professional millwrights from a startup organization in 2010 to one of the busiest and most in-demand labor resources for America’s Southern states.

By pulling together 11 states under one roof, the SSMRC created a mobility of manpower that allowed contractors to access qualified workers across the Council, when they were previously limited to local areas.

Mr. Donahou also implemented standardized training across the Council, enabling any member to access the same training at any training center throughout the Council. This helped solidify the Council’s reputation for having the most well trained millwrights in the South.

Mr. Donahou, with the help of a handpicked team from the staff and administration, created a marketing and recruitment campaign that is now being emulated throughout the United Brotherhood of Carpenters. A website, social media, email news alerts, newsletter and other print material now provide real-time information to members and the public alike, combined with a focus on recruiting and expansion. The SSMRC has grown its membership by about 1,000 members and has added numerous signatory contractors.

Providing resources to individual Locals to help them accomplish their goals is a priority for Mr. Donahou and under his leadership, a Council roll back program was established. An incentive system now rolls back money to the Locals each month based on how many members the Local had current on their dues at that time. This allowed several Locals to lower their dues, and Council wide, the percentage of members in arrears has been cut in half. New offices and training centers were built, and others improved upon, to keep up with the increased demand for union millwright labor in the South.

Prior to his time with the SSMRC, Mr. Donahou led the Arkansas Regional Council of Carpenters for 14 years to equally successful outcomes. When he took over as EST, the Council had two health and welfare plans that were failing and unable to adequately provide for the Council’s members. Those two plans were merged into one, stronger plan, which was able to support the members and add better benefits. The Council also switched to week-long daytime training, affording members more opportunity to train.

At the SSMRC Council meeting in August, staff and delegates honored Mr. Donahou for his steady, effective leadership of the Council. His successor, EST Wayne Jennings, led a stream of heartfelt congratulatory comments, words of thanks, and well wishes.

“Dennis has been the heartbeat of the SSMRC since it was established. His leadership set a tone of productivity, can-do attitude, and teamwork among the staff and membership,” EST Jennings said. “We are grateful for the foundation he established, and we are confident that SSMRC’s loss is clearly the UBC Southern District’s gain.”

Miguel Fuentes, SSMRC Director of Marketing and Recruitment, said: “Over the course of nearly two decades I’ve worked with several Regional

Councils and their ESTs, and Dennis Donahou is, by far, one of the most thoughtful, progressive and transformational leaders I have the privilege to serve. He is truly deserving of the opportunity. I know that, beyond a shadow of a doubt, carpenters and millwrights alike will be better off for his leadership as Southern District Vice

President. I am looking forward to all of the new and exciting things that are sure to come.”

A member of the UBC since 1976, Mr. Donahou worked as a journeyman millwright, foreman, general foreman and superintendent on many nuclear and coal-burning power plants and paper mills throughout the United States. In

1991, he was named a business representative for millwright Local 1836 in Russellville until acquiring the EST position upon the creation of the Arkansas Regional Council in 1997. Donahou is a life-long resident of Arkansas and lives in Combs, AR with his wife, Dollie. They are the parents of two daughters and a son, and have two grandchildren.



The Southern District of the UBC covers Tennessee, North and South Carolina, Georgia, Florida, Alabama, Mississippi, Louisiana, Arkansas, Oklahoma, and Texas. It is one of five districts of the UBC, the others being the Eastern, Canadian, Midwestern, and Western Districts.

As District Vice President, Mr. Donahou will oversee five regional councils within these states who supply the construction industry with carpenters and millwrights of various skill specialties such as scaffolding, interior systems, heavy forms, highway, commercial and resident carpentry, floorlayers, piledrivers, and millwrights.



UBC General Convention Illustrates How We All Build Strong

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Energy was highest on the third day of the Convention, when delegates elected General President Douglas J. McCarron and the rest of the McCarron Team to a new five-year term. Along with General President McCarron, delegates re-elected

Doug Banes as General Vice President and Andy Silins as General Secretary-Treasurer. Also on the McCarron Team and elected to five-year terms were: Mike Capelli, Eastern District Vice President; Dennis Donahou, Southern District Vice President; David Tharp, Midwestern District Vice President; Phil Newkirk, Western District Vice President and Jim Smith, Canadian District Vice President.

Frank Spencer was elected to Second General Vice President, a position which was reinstated by the members through a constitutional amendment on the first day of the convention. Newly elected Eastern District Vice President Mike Capelli was elected to that position, which was vacated by Frank Spencer. Donahou, Tharp, and Newkirk each earned five-year terms for positions which they already held.



It's All About the App!

The UBC is known for keeping pace with technology, and the determination to remain on the forefront of progress was clear at the Convention. Delegates were given iPads loaded with a

customized app loaded with all convention documents, resources, maps and critical materials to conduct the business at hand. The UBC saved an incredible amount of money by not having to print all of that material, not to mention giving a



formidable nod to protecting the environment by eliminating all of that paper usage.

Another innovation at this year's Convention was the interactive scanner, also found within the app. Delegates used the scanner for the "UBC Interactive" icon on posters, banners, and other displays throughout the Convention site. This UBC interactive scanner technology brought to life information about that specific subject. To see what the delegates experienced, you can now download the app and the various interactive targets. Go to <https://www.carpenters.org/interactives.pdf> to download the material.

Now you, too, can experience the UBC Convention app. Just go to the Google or Apple app store and search for "UBC2015" to get the download.



Southern Millwrights Well Represented at UBC Convention

Representing the Southern District on the McCarron Team is District Vice President Dennis Donahou, from the Southern Millwrights and Local 216. In addition to District Vice President Donahou, several members of the Southern States Millwright Regional Council also took to the stage or served in various active roles throughout the four-day convention:

Executive Secretary-Treasurer **Wayne Jennings**, Local 1192, served on three committees: Contracts & Jurisdiction, Credentials, and the General President's Re-Election Committee.

He also formally seconded the motion to re-elect the McCarron Team. Additional SSMRC staffers who were selected to serve on Convention Committees or in official capacities were:

- Chief of Staff **Rick Halford**, Local 216—*General Executive Board Committee*
- Louisiana Training Director **Ray Calamari**, Local 729—*Apprenticeship & Training Committee*
- Business Representative **David Bonds** for Local 1421—*Grievances & Appeals Committee*
- Business Representative **Kevin Curley** for Local 729—*General Secretary-Treasurer's Committee*
- Business Representative **Mike Hamilton** for Local 1263—*Health & Welfare Committee*
- Business Representatives **Mike Hines** (Local 2232) and Paul French (Local 2411) served as whips
- Business Representatives **David Park** (Local 1554) and Cliff Tucker (Local 1000) served as wardens.
- SSMRC Communications Director **Derek Donahou**, who oversees the council web site, newsletter, and email news program, was selected to serve on the Convention Communications Team, which reported on the convention news, events, and features for daily newsletters and the convention app.

The Convention's theme—**Building Strong / Leading the Way**—couldn't have been more appropriate, and not just as a description of the UBC in general, but because of how well our Southern Millwrights were represented, specifically. Our Council is well positioned to be a leader the southern construction industry over these next five years, and beyond. We are in this position because of the talent and positive attitudes of our members.

It was an honor to be part of the SSMRC delegation at the Convention, and a higher honor to represent our members. Thank you for your work and keep it up—we have a reputation to protect!



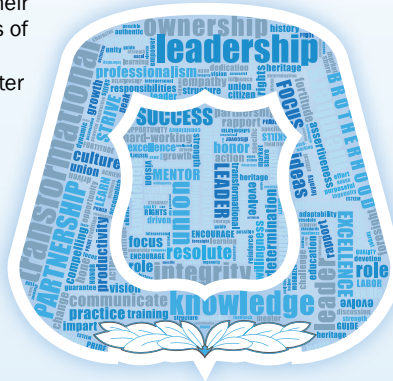
Jobsite Leaders are Made Here

This is a list of leaders: Southern Millwright men and women trained through a formal leadership program in skills that make jobsites more productive, safe, and efficient. Some were trained when they were 3rd year apprentices; others as journeymen. A good number of them graduated from both courses.

In the **3rd Year Apprentice: Helping to Build Our Industries** training, apprentices learn how professionalism, productivity, skill, and attitude contribute to their success, and to the success of the contractors who employ them. They also gain a greater understanding of the UBC, industries served, and the important role they play for both.

In the **UBC Journeymen: Building Leadership for a Strong Future** training, Journeymen develop leadership, mentoring, coaching, and communication skills, and learn to engage with newer members and lead by example, all while promoting positive work environments and productivity on the job.

Congratulations to these leaders for committing to setting the tone on our jobsites and helping to ensure that SSMRC’s signature deliverables—productivity, skill, and safety—are the results of our work, every day.



3rd Year Apprentice Leadership Graduates

John Allen
Ronald Allred
Kyle Altman
George Arterburn, Jr.
Antonio Ashley
Michael Bailey
David Baker, Jr.
David Baker, Sr.
Phillip Joe Ball
Bradford Bailiff
Ronald Barnes, Jr.
Mark Wayne Barnett, Jr.
Robert Barnett
Matthew Bartles
Sam Battle
Micah Andrew Bean
Marlon Bearry
David Beasley, Jr.
Paul Beasley, Sr.
Matthew Benthall
James Berry
Braxton Bitner
Adam Bledsoe
Dennis Bolin
Robert L. Boshears
Christopher Bowen
Logan Brown
Yohannan Brunson
Aaron Bryant
Anthony Buchanan
Craig Buckhanon
Cody Buckhanon
Kory Busch
Joshua Byrd
Mitchell Cambron
Barry Cagle
Stephen Caldwell
Travis Callen
Carles Centers, II

John Campbell
Michael A. Campbell
Timothy Campbell
Bobby Cannon
Ronnie Carter
Curtis D. Cherry
Marcus Cochran
John Crawford
Matthew Creel
Randall Crosby
Michael Culbreth
Chance Chuthbertson
Jason Dickson
Derek Dittert
Brian Doherty
Jennifer Doherty
James D'Ostroph
Nicholas Dover
Maurice Duncan
Jamie Earnest
Frampton Eaves
Jonathan Eddy
Dalton Edwards
Jantzen Estell
Paula Evans
Roy Dean Evans, Jr.
Shannon Flaccavento
Charles Francis
Julius Franks
Michael Franks
George Foshee
Christopher Fossett
Whitney Fowler
Jeremy Fuller
Matthew Gargano
William Garner
Christopher George
James Gerwig
Evan Gilmore
Christopher Gilstrap
Michael Glaum
Joseph Goff

Gui Grant
Christopher Greene
Shadrick Green
Elijah Hallback
Tyler Hand
George Harmon
Gaston Harrell
William Harris, Jr.
Jason Harvey
Jaye Hebert
Sean David Heggood
George Hensley
Bruse Henson
Joseph Herd
Anthony Hildreth
Harold Hill
Will Holsey, Jr.
James Hostetter
Dan Howard
Benjamin Jacobs
Brad Johnson
Trent Johnson
William Jolley
Kevin Jones
Jason Jordan
Jimmy Joyner
Dylan Elliott Kastberg
Nicholas Bo Keltch
Courtney Kerr
Tunksetta Key
Dustin Kight
Jordy Kight
Fredrick Kilgore
John Kovacs
Bruce Kutej
Joshua Lacy
Bobby Lane
Thomas Lanham
Jesse Lanzilotta
Jason Lapek
Demetris Lawson
Terrell Lee

Wayne Robert Lee, Jr.
Shawn Legros
John Lenahan
Montrell Lewis
Stephen Llanos
Matthew Lord
Kevin Mabli
Chris Mamud
David Lee Marlin, Jr.
Richard Martin
James Mashburn
William Massey
Ethan Maynard
Shannon McCarthy
Carla McClendon
Christopher McCullough
Kendall Blake McDowell
Justin McGuyer
John McMillian
Phillip Milam
Bruce Miller
Christopher Miller
Robert Miller
Carl S. Mitchell, II
Benjamin Mixon
Kyle Morgan
Rodney Morgan
Michael Mosley
Michael Naroznik
Joseph Ryan Nations
Brad Neubauer
David Nichols
Hercules Nichols
Steven Nivens
Travis Nowlin
Keith Oglesbee
Charles Ray Oliver
Ramy Othman
Kelvin B. Page
Hubert Golden Painter, Jr.
Eric Parker
John Parris
Reinhard Pfunder
Eugene Phillips
Zachary Phillips
Sean Pinnell
Sonnie Potts
Charles Pouncey
Donald Prince
Thurman Purnell
Gregory Rampley
James Roberts
Eric Rose
David Ryals
Jason Sammons
James Scruggs
Joe Sharpe
Burl Shaw
Royce Sheldon
Austin Shepherd
Joshua Skipper
Adam Sloan
Andrew Smith
Christopher Smith
Dale Smith
Dwayne Smith, II
Eli Smith
Joe Smith, Jr.
Cole Richard South
Scott Spoon
Jeffery Spoor
Ryan Stahlbusch
Jonathon Kyle Stinson
Justin Shade Sutton
Shane Swann
Ron Sykes
Jason Taveirne

Steven Terry
Billy Thomas
Chad Thompson
Delton Thompson, Jr.
David Toney
Cold Justin Torrence
Reginald Tucker
Jacob M. Thum
Kevin Vanlandingham
Kenneth Villegas
James Ward
Dorian Whitfield
Gary Wilkey
Michael Wilson, Jr.
Hubert Wilson
Charles Wine
Steven Wisdom
George Wolfe
Matt Woodruff
Christopher Yawn
Charles Zellers

Journeymen Leaders

Lloyd Aaron
Chris Addington
Leonard Anzaldua, III
Corey Ardwin
John Aronica
Steven Baggett
David Baker, Jr.
David Baker, Sr.
Charlie Barlow
Luis Barrios
Robert Bartlett
Keith Oglesbee
Ronald Black
Benjamin Blanken
Marty Boatwright
Gary Boles
Karl Brooks
Todd Burgess
Mitch Bush
Jimmy Calloway
Anthony Campbell
Guy Carter
Felix Chandler
Michael Collins
Mark Conde
Leslie Cooper
Leland Cothron
Gary Cothron, Jr.
Myronn (Scott) Corker
Paul Corker
Ronnie Cox
Jonathan Crawford
Michael Culberth
Chance Cuthberson
Charles Cunningham
Robert B. Daniels
Robert W. Daniels
Travis Daniels
James Davenport
Elizabeth Deitrich
Thomas Dohnalik
Shane Ferguson
Trajan Fernandez
John Floyd
Jeremy Fountain
Jon Foxx
William Garner
Scott Gilmore
Michael Glaum
Jeff Goodner
Robert Gonzales
Terry Greene
Curtis Griffis

Clint Harwell
Douglas Hayes
Sean Harkins
Bud Harrison
Jeffrey Hellriegel
Dan Henderson
Mario Hernandez
William Jackson
Charles Jacobs
Christopher Janda
Rodney Johnson
Jesse Jones
Sean Jones
Jesse Kersh
Randy Kirk
Dusty Knight
Shannon Ladrigan
Terrell Lee, Sr.
Steven Lemon
Matt Woodruff
Darrell Lewing
Jeremy Lewis
Michael McCrae
Jake McDonald
David Meier
Ed Menees
Darryl Meza
Rodney Morgan
William Morrison
Randy Muller
Daniel Mullis
Dwight Murrah
Rick Nail
James Nelson
Lloyd Norton
Donald Nowlin
Matt Nowlin
Owen Olano
Bruce Parrow
Cheryl Parrow
Kenneth Patterson
Byron Pendleton
Terence Percival
Kevin Pilant
Franklin Poole
Robert Prescott
Charles Revill
Rocky Rhodes
Gabriel Rivera
Carlow Rodriguez
Alex Roper
Victor Sanchez
Steven Sanders
Jamie Sargent
Thorin Scienze
Jeron Sewell
Eric Shoemaker
Joshua Silas
David Sims
Jackie Sipult
Teddy Slone
Chad Snow
James Sparrowhawk
Shawn Stief
Patrick Stokes
Marshall Story
Sammy Stricklin
Clint Studdard
Donald Swafford
Shane Swann
Terrell Sykes
Jeffery Tennyson
Cindy Varnadore
Paul Waddell
Gary Wilkey
Steven Williams
Kevin Wolbach
Chris Wright

Around the Council

65 Years and Counting of Union Millwrighting

On August 7, 1950, Richard Bone embarked on a career that he would carry with him for a lifetime. And now it carries him to the front of his union meeting to accept his 65-year pin from Local 1263.

AT AGE 82 AND AFTER 65 YEARS OF SERVICE, the soft-spoken Mr. Bone talks proudly of his contributions to union millwrighting. When Mr. Bone joined the UBC in 1950, he was initially a carpenter out of Local 225. He spent four years in the Air Force, from 1953 to 1957, as a draftsman, and when he returned in 1958 he did his first millwright work and that led him to being one of the founding members of Local 1263 when it was formed in 1960.

A good example of Mr. Bone’s character is illustrated when asked about his time in the Air Force. He will tell you he was a draftsman, but turns the conversation to talk about how proud he is of his father, Guy Bone, who served in World War II. That sort of attitude is what he seems to live by, both during his daily life and as a union millwright.

When asked about his proudest accomplishment and contribution to the union, Mr. Bone doesn’t talk about the number of jobs he worked or how he increased the market share at that time or other things he’s accomplished in his career. Instead, he wants to talk about his family and the fact that he brought so many of his family into the union. He talks about his brother Doug, who was a Business Representative. He mentions his cousins Billy and Robert Bone and his grandson Scott Bone. This is what he is most proud of. He is proud of all of his family who he has brought in to join Local 1263. Then, he spends a little extra time talking about his sons Larry, Jason, and Dickie. It gives him a lot of joy knowing that he was, in part, responsible for the things they were able to accomplish.

Dickie, who is now President of Local 1263 and is the President and a founding delegate of the Southern States Millwright Regional Council (SSMRC), had the special honor of presenting his own father with his 60-year pin, and now the 65-year award.

“Dad was all about getting a job finished on time and doing it correctly,” Dickie Bone said. “If dad had 30 minutes for lunch, he took 30 minutes for lunch and not 31 minutes. If he had a 10-minute break, he took 10 minutes. Dad had very little tolerance for being behind and having any task completed to standards less than perfect.”

Mr. Bone says that work ethic was taught to him by older members. He was taught to try to help out and do the best work he could possibly do. He was taught to, “give a man a fair day’s work. Treat everyone fair and hope you get it back.” This is also what he wants to pass on to the younger members. He wants everyone to do a job the best they can and the best they know how to do.

Training is a hallmark of the SSMRC and Mr. Bone wants upcoming millwrights to know that training is what will keep us strong. His advice: Never stop learning.

When he was an apprentice, he says that on-the-job training is all he had. There was no apprenticeship program like we have today. He says that training will benefit more than anything and he “would love today’s training.”

Take advantage of what is offered; training that wasn’t offered years ago. This, he says is what is will make the SSMRC the best it can be.

“Members like Richard Bone are the backbone of not only their home local, but the Council and the UBC as a whole,” said SSMRC Executive Secretary-Treasurer Wayne Jennings. “Richard’s work ethic and

willingness to pass on his knowledge has benefitted countless millwrights.”

Many people look up to Mr. Bone and try learn from a man who shrugs off his own accomplishments and instead talks about family and the craft that gave him a long, successful career. Thanks to Mr. Bone, there are still millwrights in the field today who are benefiting from his simple lesson of never stop learning and do the best you can do, the best you know how.



On August 7, 1950, Richard Bone embarked on a career that he would carry with him for a lifetime. And now it carries him to the front of his union meeting to accept his 65-year pin from Local 1263.

By Training Director Dickie Bone



AS THE WORKFORCE of qualified individuals in the construction trade begins to retire, the need for younger members increases. One area hard hit is welding. As the need for productivity in the millwright trade increases, new procedures, technology, and demands change and they develop quickly.

The top priority of the Southern States Millwright Regional Council is to increase the skills of our members, which enable them to do the best work on the job. This training not only helps our members, but our contractors. The Training Directors of the SSMRC want our members, our contractors, and our union to be successful through advanced training which increases safety, skills and productivity.

The UBC's Southern District currently has 10 certified welding instructors. Each instructor has to complete an intensive training course through the American Welding Society to become a certified welding inspector. At the present time, the Southern District has 254 certified welders. We have 167 welding booths available for training. As the need for welders increases, our scheduled welding classes fill up quickly. Please visit our website, www.southernstatesmillwrights.org or call your local training department to register early for these classes.

We are proud to announce that the Lincoln Electric Company has a new online purchasing program where you can purchase premium brand products at very low prices while still honoring your local welding supplier. This is an ongoing program and not a one-time deal. Programs may purchase premium Excalibur 7018

welding electrodes for \$1.00 per pound, freight prepaid, with a commission going to your local participating distributor. Lincoln also welcomes certified instructors to attend a one week welding training course for free at the Lincoln Electric welding school in Cleveland, Ohio.

As a participant in this program, the Southeast Carpenters Training Trust Fund (SECTT) has saved on welding rods and other consumable welding

products. All products are purchased at a discount. Service is fast and freight is free. Lincoln Electric is also launching a new Education Resource and Purchasing Portal to educational institutions. The new portal provides educational materials and resources to teach future skilled workers

the craftsmanship of welding. If your program wishes to inquire about this program call the SECTT office to get more information. Education and advanced training

provided by the UBC and the Southern States Millwright Regional Council enables our members to be the best workers on the job. Because of our advanced training our members can fill the contractor's need for certified welders.

The new portal provides educational materials and resources to teach future skilled workers the craftsmanship of welding.



By Training Director James Hulsey



THE SOUTHERN STATES MILLWRIGHT REGIONAL COUNCIL is in its fifth year as a single millwright council within the United Brotherhood of Carpenters, Southern

District. The Southern District still has six individual Training Trust Funds due to the Training Trusts being administered by independent Labor/Management Trust Agreements. However, all Southern District Training Departments are working together toward the same common goals in millwright apprentice and journeyman training.

Since the SSMRC was established, we have been focused on the need of all training departments to be consistent in millwright training delivery within the Council. Before the SSMRC, all training departments were providing quality skill craft training, but training delivery differed in curriculum, schedules and requirements. However, now all training departments are all delivering daytime apprentice training using a common 120-hour, per-year core curriculum.

All training departments have now modified their individual Apprentice Training Standards to a 200-hour, per-year requirement. The 120 hour core class curriculum requirement

is the same, Council wide. In other words, the same core curriculum is being taught to all apprentices whether they are attending class in Houston, TX or Oak Ridge, TN.

The current training format still leaves 80 hours per year for customized area training. This allows the flexibility for training to be directed toward craft training targets that may be more specific and unique to the training departments (Local) areas market. For example, some areas may need more training emphasis on paper mill craft skills, turbine training skills, auto plant skills, petrochemical industry skills, etc.

All quarterly area training schedules are posted on the SSMRC website. SSMRC members may register and attend a class that is most convenient, providing class maximums have not been filled. However, Trust Fund training centers that service their respective local unions will give their members first priority in the class.

The implementation of standardized training and format may appear a simple process to achieve, but because of the many trust funds involved, it was an ambitious undertaking. The majority of Trustees on all funds had to approve the standardized format. Some trust funds were first reluctant to "sign-off" on the proposed millwright training format, but (then) EST Donahou attended the trust fund meetings of those funds that were not totally on board with the concept and convinced them to adopt the training

formats. All funds are now in the second year of common millwright training.

Training Directors in the SSMRC meet quarterly to review progress in all the training programs. Goals, challenges, potential problems and successes are discussed to insure all training departments are delivering the quality millwright training for our members.

All training departments have now modified their individual Apprentice Training Standards to a 200-hour, per-year requirement.



Marketing & Recruitment Report

By Miguel Fuentes, Director



RECOGNIZING THE NEED TO ENHANCE OUR ABILITY and provide a specialized workforce to our contractors and their clients, the SSMRC has embarked on an aggressive but strategic mission to attract the best and the brightness craftsmen to join our team. With the Council's recruitment program up and running and well underway along Houston and the Gulf Coast area, growing our membership in order to meet industry demand is going better than expected.

Over the course of just 18 months, we've identified more than 1,000 potential members, attracting people with varying skills sets and experience who are interested in becoming a part of our organization.

Some of these candidates have even come to us from around the world. Some are veterans serving overseas who are currently planning for the next chapter of their lives and looking for a career path with which to obtain their version of the American dream.

Some are recent graduates from private trade schools or technical colleges

looking to cash-in on the investment they made towards their education. Others are students who have just finished high school who came across our information at one of 50 or so career fairs we've attended between 2014 and 2015.

Of all the people we've encountered thus far, the most noteworthy are those who are highly skilled craftsmen that have been working in our industry for many years. A good number of them are former members who are rethinking their

"We had no idea you guys were putting this much time and effort into developing the workforce!"

professional choices and are hoping to re-affiliate. Then there are others who have never seen the inside of one of our union halls or training centers. These are millwrights who have been gainfully employed in our market for a long time and are now

exploring how to maximize their earning potential with the valuable knowledge they've obtained with years of experience. It is this sort of individual whom we are actively seeking and is highly sought out by our contracting partners and their clients.

To demonstrate our commitment to providing a highly skilled, well-trained workforce, we assembled a team from the various departments that make up our Council and hosted nearly a dozen meetings with owners, end-users and contractors across the 11 states we cover.



Stay informed—join the SSMRC's email news program!
Send your name, Local, and email to
Derek Donahou: dcdonahou@ssmrc4070.org



The SSMRC does more than align, install and maintain million-dollar machinery. We also tweet and post! Keep up with the news and happenings of the SSMRC, join us:



To these people we have presented our method and processes for how we acquire a talented workforce and deliver state-of-the-art training, and then refer them to our employer partners on demand.

We are redefining what it means to be a full-service Council.

On every occasion two comments have been constantly repeated:

"We had no idea you guys were putting this much time and effort into developing the workforce!" and "When are you bringing this program into our area?"

The Houston recruitment program is well-established and moving along at a sound pace. We are now moving into the Louisiana, Alabama and Mississippi markets, and we are glad to announce that we are already making great headway. Recently, we attended an exciting veterans hiring event in Shreveport with the Louisiana Workforce Commission. While there, we engaged with talented men and women who came from strong backgrounds in aviation mechanics, precision tool, combustion and steam turbine, and hydraulic and pneumatic equipment. Yes, future millwrights! We are looking forward to another new and exciting year.

Wellness is a Benefit for Everyone

By Wayne Jennings, EST

This topic is everywhere: In the news, in casual conversation, at the union meetings and job sites, and probably at your home.

Health and welfare.

What can you do and how can you contribute to ensure we have the best health and welfare possible for all members? There's one simple answer—something anyone could control no matter what they are faced with.

Be a good steward.

I'm not talking about a job site steward. I mean be a good steward of our health and welfare plans, such as making good decisions on how and when you use your insurance or actively managing your insurance and your health.

It's important to understand that insurance is a cost-sharing endeavor, not a pay-it-for-me solution. We all go to work and for our labor the contractors pay our negotiated wage and benefit package. A certain amount of our benefits are sent to an administrator that deposits that money into various accounts. Most of the money stays there and as you all should know some of the money is reciprocated back to others' home funds.

We have various accounts that hold our money. Trustees, consisting of an equal amount of union members and employers, work with various administrators, attorneys, actuaries, and money managers to manage and provide the best benefit possible for the money we collectively accumulate.

Although your insurance card may say Blue Cross & Blue Shield, United Health Care, Cigna or any other name of an established health care provider, the insurance that we have is a self-insured plan managed by your fellow members and our employers. We pool our money together and when one of us has a medical expense, we pay a portion of that expense out of that pool of money.

It's a self-funded cost sharing...not a pay-it-for-me solution.

How can each of us help to protect the solvency of these insurance plans, which we depend on for help when faced with the burden of medical expenses? We can be good stewards. We can participate in self-imposed wellness and if you're a trustee, work toward enhancing wellness programs within our plans.

When we abuse or take advantage of a benefit that is offered, we spend money that could be spent on a medical necessity for someone who truly needs help. This type of behavior can be devastating to a self-funded plan. For example:

- Individuals have their eye doctor prescribe sunglasses so they could abuse the benefit and get free sunglasses.
- Doctors are asked to prescribe large doses of ibuprofen so the participant can get a prescription and take one pill instead of purchasing ibuprofen at the drug store and taking two or three pills.
- Members get prescription pain medication when an over-the-counter drug might be all that is necessary.
- Using urgent care facilities versus family care practitioners. Although your co-pay may be the same, the price charged to our plans is often higher.

Ask your doctor questions. Look at all the options. Use the benefits wisely. Make good decisions. If it's not a medical necessity don't take advantage of a benefit offered just because you found a way around or through the system. You may someday need a benefit that was cut due to financial stress on our fund caused by abuse.

Human Capital and Wellness Programs

The ability to function and perform at a high level consistently is greatly enhanced by our members' wellness and our organization's image and influence in the industrial community. Productivity relates to an employee's ability to work for longer periods of time while effectively concentrating on the task at hand. A healthy workforce also leads to reduced absenteeism and lost time. It can also positively affect employee turnover.

Being well means you are in good physical and mental health. It is the process of becoming aware of and making choices toward a healthy lifestyle, including physical, mental, and social well-being. Wellness is achieved as the result of deliberate effort.

According to information supplied by the Wellness Council of America, a fund gains an average of \$5.81 for every \$1.00 invested in

health-management programs. These programs reduce sick-leave absenteeism by an average of 26.8%, and insurance claims cost by 32%.

The potential savings are impressive.

If 60% of our 5,000+ members participated in wellness programs and slightly reduced our insurance claims cost, our funds could save about \$1.6 million annually. Wellness programs include health risk assessments, early detection screenings, programs on tobacco cessation, diet, exercise, diabetic management, weight management and

We have a self-insured plan managed by your fellow members and our employers. We pool our money together and when one of us has a medical expense, we pay a portion of that expense out of that pool of money.

many other topics.

I hope I have captured your interest in being a good steward, abstaining from abusing our programs, and participating in a self-imposed wellness program. If you're a trustee on one of the Health and Welfare Funds our members participate in, be active, search for ways of improving the programs, adapt as many wellness benefits as possible and encourage good stewardship. There are many great wellness benefits offered by our plans. Take advantage of them, make good educated decisions, and make choices toward a healthy lifestyle. The gains could be enormous for us all.

Remember, we supply labor to our contractors. The end users choose our contractors because they perform well and bring value. The better we prepare ourselves to deliver safe, professional, productive labor the more marketable we become. Being prepared to deliver on the jobsite will allow all of us to have a better opportunity to provide for our families, who are the number one reason we go to work.

- **Smokers generate 31% higher claim cost than non-smokers.**
- **People with unhealthy weights have a 143% higher hospital inpatient utilization than those with healthy weights.**
- **Individuals with just a few risk factors cost much less than those with numerous risk factors.**
- **Wellness programs can help with every issue listed, above.**



San Antonio Performance Hall Seating Technology Expertly Handled by Southern States Millwrights

What used to be a broken down municipal building in San Antonio, Texas, is now an elite, state-of-the-art events venue. **The Tobin Center for the Performing Arts** includes a 1,750-seat performance hall, a 250-seat theater, and a 600-seat outdoor River Walk Plaza.

The hall features a Gala Systems Multipurpose Hall System with technology that transforms seating arrangements mechanically into dozens of theater, flat floor, banquet, and cabaret configurations within minutes.

A Plus Industrial Installations, a UBC signatory contractor based in Dallas, brought to the job site a composite crew of millwrights supplied by Local Unions 1421 and 2232 of the Southern States Millwright Regional Council (SSMRC). A Plus installed the mechanical floor and seating.

Gala Systems engineers, designs, and provides equipment for projects. The company has completed more than 1,400 projects in 63 countries. The Tobin project, which features telescopic technology that transforms seating arrangements mechanically into dozens of configurations within minutes, was different. It is the first of its kind in the country, according to the Tobin Center web site.

"The special challenge was that it was the first of its kind, so nobody had experience in working with this engineering marvel," said Dean Simonek, vice president of A Plus.

"Gala Systems provided installation experts to train our crew onsite. The feedback we got is our guys performed very well. Since this is new technology, it was a learning curve but they picked it up and ran with it," Simonek said.



Getting the right equipment in place for the installation required planning of its own. A Plus needed to use a Maeda mini-crawler crane for construction, since conventional equipment like a forklift or a carry-deck crane couldn't gain access or was too heavy. A telescoping platform had to be built in the stage pit to get the minicrawler crane down to floor elevation for assembly of the telescopic seating. The Maeda crane dealer in Houston sent a technical expert to San Antonio

to qualify the millwrights to operate the crane.

"The labor supplied by A-Plus was qualified and hard working. The A Plus crew showed great pride in their work and the end result reflects it," said Guillaume Le Brun, Gala Systems' engineer who coordinated the project onsite.

"We faced a few challenges throughout the installation of the project, as we do on any construction site. The workers of A Plus were an integral part of overcoming these challenges

through good communication and team work with the different trades," Le Brun added.

Wayne Jennings, Executive Secretary-Treasurer of the SSMRC said the ability of Southern



Learn more about the Tobin Center's one-of-a-kind structure installation

millwrights to understand the technical needs of a project and quickly get the training they need to successfully complete the work is standard operating procedure. "We convert training into job site productivity very well, because of our attention to detail and our members' attitude of partnership and teamwork with project managers," Jennings said.

Les Simonek Keeps a Steady Hand at the A-Plus Industrial Installation's Wheel

The A-Plus Industrial Installation company began when Les Simonek, the company's founder and current vice president, saw an opportunity. The young millwright, who was following in his brother's footsteps, started as a trusted worker at the local tire plant. As he learned his craft, he also cultivated his natural talent



for business. Encouraged by his wife, Laura, he soon hung a shingle, offered his word as collateral for bank loans, and branched out on his own.

He chose "A-Plus" as his company's name because the term is synonymous with outstanding performance, service, and value.

"Our goal has been to build a company focused on providing exceptional value to our clients with a commitment to service that exceeds their expectations," Les said.

For more than three decades, the family owned business grew. With Laura as office manager, their son Dean as right-hand man, and access to an unlimited pool of millwright manpower from Millwright Local 1421, Les steered A-Plus through successful projects year after year.

In the construction industry, the name "A-Plus Industrial Installation" now has become synonymous with that of a trusted company with superior work crews.

Based in Dallas, Texas, A-Plus accepts assignments throughout the USA. Clients range from automotive, food and beverage, pharmaceutical, baggage handling, and building products, to paper mills, aerospace, medical, bulk mate-rial handling and packaging.

A-Plus specializes in machinery and conveyor installations, structural steel fabrication and erection, precision laser alignment, machine moving and rigging, plant equipment installations and decommissioning, millwright services, general contracting and plant maintenance. The company has done everything from half-day preventative mainte-nance procedures to turnkey assembly and production-line installations.

"That's what I like about millwright work, even to this day: Almost every job is different from the other," Les said. "We understand that downtime for our clients is expensive. In order to complete our projects efficiently and minimize downtime, we equip our team with cutting-edge equipment and technology."

Les is a 29-year member of Local 1421. His company has played a vital role in providing scores of jobs throughout the years for the local workforce. His son, Dean Simonek, is a 19-year member and has been working with his dad for several years now to run the family business.

One of the company's most recent projects may also be one of their most unique.

A-Plus was selected to work on the Tobin Center for the Performing Arts in San Antonio, Texas. The \$200 million renovation project included technology that makes this venue the first of its kind in the USA. The ultra-modern equipment allows the facility to completely change the seating configurations in minutes, or completely eliminate all seating and make it a level floor for trade shows, art shows, special events and more.

A-Plus, using millwrights from Locals 1421 and 2232 of the Southern States Millwrights Regional Council, installed the mechanical floor and seating over the span of four months.

Les Simonek says having the right mix of millwrights for any particular project is one key component for success. Working with the Southern States Millwrights Regional Council, he has access to the 5,000-plus millwrights across the Council's 11-state footprint.

"What I want, more than anything, is for a young millwright to want to learn and get better," he said. "That's what creates opportunities."

Learn more about A-Plus Industrial Installations, a division of Surpass, Inc., at www.aplus-ii.com.

Two industry experts join forces as Axis Mechanical Group Inc.

Two petrochemical industry experts— Shawn Cotter of S.T. Cotter Turbine Services Inc. and John Hanks—are teaming up to found **Axis Mechanical Group Inc. (AMG)**, a millwright company specializing in industrial rotating and reciprocating equipment for the petrochemical industry.

Based in Houston, AMG also partners with the Southern States Millwright Regional Council (SSMRC). This places highly skilled and safety-conscious union millwrights on jobsites to complete installation, maintenance, repair, overhaul and upgrade projects.

AMG is headed by President and CEO Hanks, a longtime vice president and employee of EthosEnergy Field Services (formerly Wood Group Field Services). Joining Hanks are Jim Romero, Eric Konarik, Jason Stovall and Crystal van Sant. The four combine to provide more than a half-century of experience and share incredible reputations of being at the top in their field.

"John brings 32 years of petrochem and refinery experiences to AMG and works with a management team of four extremely talented managers with the ability to manpower load over 400 craft persons," said Cotter, vice president of operations at S.T. Cotter Turbine Services.

S.T. Cotter is an industry innovator in maintaining steam and combustion turbines from under 1 megawatt (MW) to over 1,100 MW of both fossil and nuclear, and steam and combustion. S.T. Cotter works throughout North America and provides technical direction, key craft labor, top-notch tooling with repairs and parts as needed.

AMG's combination of employing a first-class workforce and leveraging the latest in technology creates performance unmatched by any in the industry.

"We invest in our people by maintaining training and certifications for our seasoned millwrights and by providing special apprenticeship programs offering hands-on experience and training for future millwrights before being put in the field," said Hanks.

AMG millwrights are members of the SSMRC, which is regarded as the safest and most productive labor resource in the country. They know their job is to keep a worksite operating smoothly and safely. They are trained, tested and credentialed for work in oil refineries, chemical plants, gas pipelines, natural gas processing units and more. Technical skills are honed from the same standardized curriculum, so travelers are just as skilled as local millwrights.

AMG millwrights are members of the SSMRC, which is regarded as the safest and most productive labor resource in the country. They know their job is to keep a worksite operating smoothly and safely.

"We also believe a company must embrace technological advances to better serve their customers," added Hanks.

One of those advances is the new FARO Laser Tracker, the world's most complete tracking solution, offering the ability to get large volume alignments in half the time, with precision reporting, giving the customer a record of its machine's measurements.

"AMG is well positioned to make a large presence in the Gulf Coast and beyond," Cotter said. "I have no doubt AMG will be an industry leader in no time at all."

For more information on AMG, visit www.AxisMechGrp.com or call (832) 449-6485. For more information on SSMRC, visit www.southernstatesmillwrights.org or call (479) 967-0639.



A Legend Retires: Steve Cothron Hangs it Up after 42 Years

As we approach the end of another successful year, one person's positive influence remains, and that is the leadership and drive of former Eastern Region Director, Steve Cothron, who retired last December. Mr. Cothron is one of the founding delegates of the SSMRC and its first Eastern Region Director. Under his leadership since its founding in 2010, the SSMRC has grown tremendously in many ways.

For Mr. Cothron, union membership has truly been a family affair. He claims family is the reason he joined and started him on his path to being a valuable millwright. He credits his brother, Andy, for being the biggest influence in getting him started in the millwright trade. Andy Cothron was, at that time, the apprenticeship coordinator. Mr. Cothron said that "Andy was a guiding force" for him and many other UBC members. He started the first 160 hour per year apprenticeship program. He pushed training, productivity, and "pushed us to out-do the other crafts."

Another influence on Mr. Cothron's career was then Business Representative, Bill Jacobs. Jacobs taught him and his fellow union brothers to constantly and continually work hard. He taught them the importance of striving to produce quality products. He thinks the same values still stand true today and is a major part of the success of the SSMRC. Under Jacob's tenure as Business Representative, which spanned from 1972 to 1979, the membership increased 150% in his local. Mr. Cothron said that this was done by going after jurisdiction and that was a lesson that has stuck with him.

The SSMRC is always striving to enhance our reputation, becoming more marketable and gaining market share. The SSMRC has accomplished a lot since its inception but continually strives to do more. Mr. Cothron advanced the Council greatly with his leadership and says that to continue this growth, our attitude and our strong work ethic is a must. We must always put a quality product out there. Precision and the quality of work that is worth the wages being paid is what makes for a better union and is what will gain us market share.

Throughout his 42-year career as a union millwright, Mr. Cothron has seen the union change and evolve. "Across the board, we've become a better union that is sensitive to the people who need us and those people are proud to use union millwright work," he said.

"The union has provided me with a good living for 42 years. I was provided with health care and a union pension. This gave me a lot of security."

When asked what his biggest accomplishment was in his 42 years, he says that he was most proud of his part in gaining market share, even when times were tough, and how he helped restore the union's reputation. Because of this, we now have more owners wanting to use millwright work.

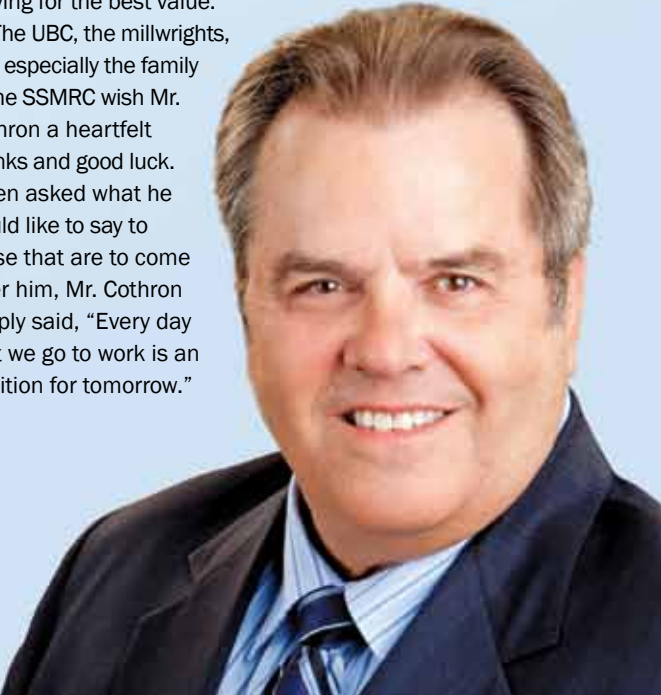
Mr. Cothron is also very proud to say that he has never once worked non-union. "The union has provided me with a good living for 42 years. I was provided with health care and a union pension. This gave me a lot of security."

It's obvious the pride in his craft that Steve has demonstrated over his career, and translated that pride into determination, teamwork, and excellent leadership for the SSMRC. He will certainly be missed.

As union members today, and like many members before him, Mr. Cothron has had teachings and influence from mentors and his colleagues that he has worked with. He says the most valuable things that he has been taught is the importance of teamwork and what can be accomplished when a group of people work together for a common goal.

The importance of teamwork has stuck with Mr. Cothron through the years. When asked what he would pass down to future generations, he points to teamwork as the key. "That is what has been vital in achieving what we have and what we will need to succeed in the future," he said, adding a warning against getting complacent and encouraging members to keep striving for the best value.

The UBC, the millwrights, and especially the family of the SSMRC wish Mr. Cothron a heartfelt thanks and good luck. When asked what he would like to say to those that are to come after him, Mr. Cothron simply said, "Every day that we go to work is an audition for tomorrow."



Wayne Jennings Elected Executive Secretary-Treasurer

Continued from page 1

"Under Dennis' leadership, the Southern States Millwrights became the most reliable and skilled resource for safe, productive millwright manpower in our area," EST Jennings said. "I hope to build on that foundation to further alleviate the skilled manpower shortage by providing a steady stream of professionals for every industry we service."

Mr. Jennings, a veteran of the United States Army's 10th Mountain Division, is a 25-year member of the UBC who also mentors and teaches the UBC's International Leadership Training program for union members. As EST, he is responsible for the operations of the Council, which represents more than 5,000 professional millwrights in the 11 southern United States.



In addition to Mr. Jennings' election, the following members were also unanimously voted to re-election of their Council leadership positions. They are:

President—**Dickie Bone**, Local 1263, Georgia/Carolinas
Vice President—**David Park**, Local 1554, Tennessee
Conductor—**Michael Hines**, Local, Local 2232, Texas
Warden—**Daniel Mullis**, Local 2411, Florida
Trustee—**Michael Valentine**, Local 1554, Tennessee
Trustee—**Joel Scott**, Local 1192, Alabama/Mississippi
Trustee—**Jimmie Jordan, Jr.**, Local 1000, Florida
Executive Committee at Large—**Rick Halford**, Local 216, Arkansas
Executive Committee at Large—**David Bonds**, Local 1421, Texas
Executive Committee at Large—**Kevin Curley**, Local 729, Louisiana



The SSMRC welcomes its newest Business Representatives, **Jamie Donald** and **Logan Brown**. Jamie is a member of Local 1554 in Tennessee. Logan is a member of Local 1263, which serves Georgia and the Carolinas.



Jamie Donald



Logan Brown