

THE Millwright

SERVING ALABAMA, ARKANSAS, FLORIDA, GEORGIA, LOUISIANA, MISSISSIPPI, NORTH CAROLINA, OKLAHOMA, SOUTH CAROLINA, TENNESSEE, & TEXAS

WINTER 2011

Dennis Donahou, Slate of Officers Unanimously Elected to Another Term



Pictured from left to right:

Dickie Bone,
President
Rick Halford,
Executive Committee Member
Kevin Curley,
Executive Committee Member
Mike Hines,
Conductor
Steve Cothron, Sr.,
Trustee
Dennis Donahou,
Executive Secretary-Treasurer
Matt O'Lair,
Trustee
David Bonds,
Executive Committee Member
Mitch Ford,
Warden
David Park,
Vice President
Mike Valentine,
Trustee

Delegates of the Southern States Millwright Regional Council recently cast a unanimous vote to elect Dennis Donahou as the Council's EST. Donahou, formerly the EST for the Arkansas Regional Council of Carpenters prior to the creation of the SSMRC, was appointed to the SSMRC EST post by UBC President Douglas McCarron in the fall of 2010, when the millwright-only council began. At the

last Council meeting, Donahou ran unopposed and received unanimous votes to the EST post for a full term.

Also elected at the same meeting was the slate of existing Council officers, all of whom ran unopposed and also received a unanimous nod from delegates. Pictured above is UBC Southern District Vice President Danny Maples swearing-in the officers.

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Dear Member,

2011 has drawn to a close and now we move forward into the second year of operations of the SSMRC. 2011 was a productive, strong year and because of that we move into 2012 with confidence and drive. I write to give you a status report of your council and inform you of the progress we made last year and what is to be expected this year.

LAST FEBRUARY, there was a special meeting called, at which council bylaws were approved. There was a special meeting called in August to elect council officers. All current officers ran unopposed and were unanimously re-elected. I am glad to report that council operations have solidified across all 11 states and that our council's financial condition is strong and healthy.

Since the formation of this new council, the SSMRC has seen a significant increase in man hours. Although we will not have all man hour numbers for 2011 compiled until March of 2012, man hours for the first eight months of 2011 are up by approximately 15%. We are also seeing a larger contractor base. We had 222 contractors reporting hours that were worked by our members in 2011. Contractors are also obtaining more work due to mobility of manpower across our regional council jurisdiction. Contracts have been negotiated in most areas with an increase of wages and benefits at 2.5% to 3.5%. This is happening in a time when many crafts are taking cuts in wages and benefits instead of increasing them. While most union membership across the United States in the building trades has declined during these difficult economic times, ours has not.

I would like to emphasize the importance we are putting on training. Throughout the council we are renovating training centers, getting more instructors involved, and adding more classes than ever. Training and a good attitude are the keys to our success against the competition.

We have put in place a new tracking system for any upcoming projects or outage work. These jobs are collected each work day and are assigned to the correct business representative each morning.

Starting on January 1, 2012 your delegates voted to allow the SSMRC to roll back \$10.00 per member per month to each Local to help each Local to be financially sound. This allowed the delegates to set a cap on Local Union dues at no more than \$27 per Month.

Health & Welfare funds, for the most part, have seen an increase in reserves throughout the council. Pension funds, both Defined Contribution and Defined Benefit, have



Training and a good attitude are the keys to our success against the competition.

recovered a large portion of the losses they suffered in 2008 and 2009.

The council web site, **Southernstatesmillwrights.org**, is up and running and getting positive feedback from members and others. There you can access a large database of much needed information. You can find out when training classes are scheduled and you can find out where those classes are located. Other information that you can find is job postings, current news and events, and a look at some of our projects. As a council we are proud to publish the second edition of our newsletter, The Millwright, which you are now reading. A copy of the current newsletter is also published in electronic format on our web site.

The work in 2012 looks very positive at this point with a lot of projects on the books. With this in mind, the council has plans to hire additional staff to insure that we capture additional market share so that man hours continue to increase.

Overall, the first 16 months have been very rewarding and I want to thank the entire staff, which includes regional directors, business reps, the training department, and the administrative staff for a job well done in creating this council. Most of all I want to thank the officers and delegates of this council for their work, guidance and vision.

In closing, I want to say this council is and always will be about you, the member, and your family. Everything we do as leaders of this council, each day, is to try and make your quality of life better. That is our job. Your job as a member is to show up each day for work with a good attitude, produce eight hours of quality craftsmanship for eight hours of pay, and make sure you have the skills to perform through training.

Take pride in being a member of the SSMRC. **THE BEST OF THE BEST.**

Sincerely

Dennis Donahou, Executive Secretary Treasurer
Southern States Millwright Regional Council

SSMRC Accomplishes Significant Increase in Man Hours

MILLWRIGHT WORK FOR THE SOUTHERN REGION NOTICEABLY INCREASED IN 2011

Since the formation of the Southern States Millwright Regional Council, more work has been captured in this area than it was when the 11 states were working independently, proven by a significant increase in man hours.

Prior to the start of the SSMRC, the 11 states combined to average 5,228,353 man hours per year, or 435,696 hours per month. But now that they work together, SSMRC annual totals are 5,938,716 with a monthly average of 494,893.

"I credit our staff for finding more work opportunities, and the members for working those jobs with the outstanding productivity that our customers have come to expect and appreciate from SSMRC millwrights," said Executive Secretary-Treasurer Dennis Donahou.

Individually, millwright Locals within the SSMRC can track their own boost in work. For example, Local 216 had a monthly average gain of about 14,500 hours. Millwright Locals 1554 and 1192 gained an average of about 2,200 hours per month. Locals 2411 and 1000, increased almost 18,000 man hours.

"We anticipate a steady flow of work for our Regional Council, and we expect that our man hours will remain at a healthy pace," Donahou said. "And this is what profits our members the most."



Delegates Hear Good News from Council Leadership, UBC Officials, & Government Representative



UBC Southern District Vice President Danny Maples provides a job outlook for the southern United States

Delegates of the **Southern States Millwright Regional Council (SSMRC)** gathered recently to examine and guide progress of the upstart organization at its second Council meeting. Welcoming

delegates and Council officials with encouraging and timely comments were two special guests: U.S. Congressman **Mike Ross**, D-Arkansas and UBC Southern District Vice President **Danny Maples**.

Ross pledged to help preserve American jobs by continuing his support of project labor agreements and the Davis Bacon Act. "For 11 years now, I've always had your backs, and I always will, because I believe the rights of American workers are paramount to our nation's success." VP Maples provided an update regarding the job outlook and said that particularly in the industrial sector in the southern United States, there were a number of jobs underway, thanks in part to maintaining relationship. "Our employers that we deal with, day in and day out, are our partners and we treat them that way. That teamwork attitude is paying off."

Continued on page 13



Dennis Donahou offers his Executive Secretary-Treasurer report to delegates



Mike Ross, D-Arkansas discusses the importance of project-labor agreements with delegates

Regional Director Reports

Western Region Report

Representing Alabama, Arkansas, Louisiana, Mississippi, Oklahoma, & Texas

By Rick Halford, Director



DEAR MEMBER,

I hope everyone had a safe and great holiday season. As we close down a productive 2011 and head into 2012 there are some things we need to keep in mind. Evolutionary theory states that it is not the strongest of the species that survives, nor is it the most intelligent of the species

that survives: It is the one that is most adaptable to change. In today's market, we as union members face many challenges ahead of us. The market at this moment is unstable and there are many non-union contractors bidding against the union contractors at a lower rate. Some, I suspect, are buying jobs to keep their employees working, and hoping to gain more work after they walk through the door. Rates then will go up.

Non-union contractors sell to corporations that their employees are NCCER qualified (National Center for Construction Education and Research). The UBC has a Millwright Qualification card, and the non-union has their NCCER certificate. This is the comparison that is offered to end users, who then choose who is more qualified. We know who is more qualified, but it is the corporation we have to convince that we have the better millwrights for their projects.

Non-union contractors also set-up their own safety training programs and the corporations are accepting them. They are using such strategies as changing their company name to lower EMR (Experience Modified Rating) for workman compensation when they have numerous accidents or deaths on the jobs. Power Safe, Basic Plus and other safety programs lurk out there. These programs are set up for the non-union millwright, but we have our OSHA 10, Millwright 16 hour, and Human Performance, which

With the world getting more hyper-connected all the time, maintaining the American dream will require learning, working, producing, relearning, and innovating twice as hard, twice as fast, twice as often, and twice as much.

- Thomas Friedman;
Michael Mandelbaum

are all geared toward safety, and most union millwrights must have completed the OSHA 10 before being called out to any job.

The non-union sector has had to come up with something to offer

our competition, and we got caught up in the need for additional training. The non-union has no apprenticeship to offer new employees and their training is costly to the apprentice and is far inferior. This, among other things, is what gives us an edge over the competition and we must complete our training and be ready to prove we are superior before we work at the same facilities.

The world around us is changing daily. All union training records are now at the disposal of the contractors to see if a member has the qualification for that particular job. In the future there will be more additional training to keep up with technology, which is what the non-unions will be offering to end users. Colleges are now adding maintenance programs to their curriculum, but it is at a much greater expense to the apprentice. With this training comes technology training as well. We have to stay ahead and keep gaining ground in the training sector of the UBC.

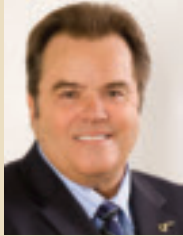
As UBC Millwrights, we already know that we must strive every day to be safe, productive and educated in all fields. Famous NFL coach Bill Parcells teaches us that "You are what your record says you are." **Have a safe and productive spring!**



Eastern Region Report

**Representing Florida, Georgia, North Carolina,
South Carolina, & Tennessee**

By Steve Cothron, Director



REASONS FOR OPTIMISM are spreading throughout our new council. It has been over a year since the inception of the Southern States Millwright Regional Council. In that time, signs of an improving employment for the membership have been steady. Man hours are up significantly.

There are a lot of reasons for the improvement. Excellent leadership from our council headquarters is one. We have a very good staff working for the council and it is making a difference. Contractors are seeing the benefits of looking at their markets on a larger scale, rather than locally, they are now looking at our entire region of 11 states. The various millwright training centers across our 11 states are all involved in our council and they all communicate to deliver first-class training opportunities throughout our council to all our members. Networking between the various staff around the council has become very efficient and the staff is working daily to find jobs for our membership. There are many other reasons myself or anyone else can suggest, but what I most want to mention about our new council is the membership. That is you, and your brother and sister members.

There are those of you that have been around for quite a few years and there others who are relatively new members. Those of you who have been with us for a while have been here for a number of changes to improve our market share. Some of the changes have had many positive results. Even though some have not had the degree of success anticipated, we know for sure that our new council has been a huge success. It has ignited most of our membership with the opportunities afforded them through this new entity of our great brotherhood.

This is not meant to deny that there are still those which still have concerns. Still yet, there are those who are not convinced at this time, but as I mentioned earlier, man hours are up significantly, and this looks to be a long-lasting thing and not just something that we will see drop off soon. There are going to be peaks during the outage seasons and then slowdowns in between, but the peaks are continually getting stronger and the slow downs are becoming less severe.

Well-trained union millwrights, such as you, are continually becoming more and more in demand. You are continually signing-up for more training classes and it is showing in the work force through your safety, quality, reliability and your character. As millwrights, you are constantly improving your reputations not only individually but also collectively as a work force.



After all, it's what you do that makes a project a success. A success for all the parties involved is paramount. The contractor and the owner must also have a successful project in order for it to be a success. As a member, you are doing the things you need to do to make a positive difference. To name a few:

- **Taking training to improve your skills**
- **Bringing a good attitude to work**
- **Finishing a job without quitting and leaving our contractors in limbo**
- **Working safely and encouraging others to work safe**
- **Working towards finishing a job on time**
- **Mentoring your fellow members**

There are many more topics we can list, but again, it starts with the membership. Contractors and owners depend on us to provide the best value when it comes to utilizing our services. It is not an easy thing to be considered the best value. Anything worth having is not easily attained and being considered the best value is the number one thing that will help us to continue the success we have in our union. It all starts with our attitude and the attitudes of our membership as they constantly get better. It is a positive attitude we have to take on the difficult tasks we confront every day and bring our best.

As mentioned at the beginning of this article, "Reasons for Optimism" are spreading throughout our council. I, for one,

am a naturally optimistic person. I believe you must have a "can-do" attitude to accomplish a significant task. Former British Prime Minister, Winston Churchill, is quoted as saying, "The pessimist sees difficulty in every opportunity. The optimist sees the opportunity in every difficulty."

Most of you have taken on the challenge of improving your skills and it is showing in your work. For those of you who may not be feeling the improvement in our work opportunities, I ask you

to hang in there with a good attitude, take every opportunity to upgrade your skills and take every job as an opportunity to better not only yourselves but your union. Every job is an opportunity for all of us and every success leads to more opportunities.

I want to encourage all to visit our council website at www.southernstatesmillwrights.org and catch up on what is happening in your council. In the training section, all the various training centers are listed, as are the classes that are scheduled. They are updated regularly so you can take advantage of the opportunity to upgrade your skills and optimize your opportunities for employment. There are many other sections you will be interested in as well.

Thank you for all your efforts and keep up the great work that we have been performing. It has, and will continue to make a difference for your union, and especially for you.

Business Representative Updates

Local 216

By Donnie Newtown, Business Representative



BROTHERS AND SISTERS: I hope you had safe and wonderful holidays enjoyed with family and loved ones.

I want to extend thanks to the members that worked the holiday shut downs. You play an important role in helping our contractors and customers to compete in the global market by taking advantage of the production down time.

Your drive and dedication to help make the American Industry strong and competitive is very much appreciated. This will help us to expand and grow and gain a larger share of the market as well.

Our superior productivity, which we gain through training and a great attitude has never been in greater demand. You, the member, make it happen when you do a great job for the contractor and customer. We must remember to continue to take advantage of every opportunity we have to increase our market share. Sometimes, a short-term job that requires travel with no per diem doesn't sound very profitable, but those jobs can be that opportunity for us to make a name for ourselves with that contractor. Often when they get to see what you can bring to the project and that you keep them profitable, you make a name for yourself and increase your chance to get called for work that contractor pursues in the future. This has already happened with some jobs for C.R. Meyer. They are calling for more of our members on their jobs than they have in the recent past. This is a great example of how your work and professionalism reflects on all of us. Keep up the good work and continue to gain the market!

Our window or monthly dues amount is also affected by our growing share of the market. Starting at the first of the year, our dues will be *lowered* to \$27.00 a month. This is due to the Regional Council rolling back to the local \$10 per member who are current on their dues and have their 4% dues authorization cards signed. If our dues are not current and 4% cards signed, the Local 216 will suffer the loss of revenue. This will be on a one year trial, and if we do well we will continue to receive those rollbacks. If not, we will have to look at different options. To help with the current dues, Western Region Director Rick Halford has put in a credit card machine to help with payments away from home. With the efforts of our great staff and members working together, we will accomplish great things for our new council. We should be very proud of what has transpired so far from the hard work from staff and members alike. Thank you for your support.

P.S. Our web site address is **southernstatesmillwrights.org** Go online to access a whole host of information about jobs, training, and current news and events.



Prop at a hydro-electric maintenance outage at Weber Falls

Local 729

By Kevin Curley, Business Representative



IN 2006, Millwright Local Union 1931 (New Orleans) and Millwright Local Union 720 (Baton Rouge) were dissolved and a charter was applied for and granted to create a new Local: Millwright & Machinery Erectors Local Union 729, which represents all of the millwrights in

the state of Louisiana.

The Southern States Millwright Regional Council, through Executive Secretary-Treasurer Dennis Donahou, has given Millwright Local Union 729 the necessary tools, finances and guidance to grow as a Union. Now we must take it upon ourselves to use those tools if we want to see growth. In order for our union to grow, it will take a joint effort from you, the working member, and me. It is my job to seek new employment for you and it is your job, when given the opportunity, to take that job, to go to work on time, not to leave work early and to be productive while still working safely. But remember, safety comes first before anything else on the job. Needless to say, if you are injured on the job, this will affect you and your family in a negative way and could also prevent your employer from getting future work at that facility. If both you and I do our jobs properly, our Union will grow and we will gain market share. When we gain market share that gives the Union bargaining strength which will help to achieve higher wages and better benefits for you and your family.

Different Payment Method to Pay Your Dues:

Millwright Local Union 729 has made it easier for you to pay your monthly dues. You can now make a payment by electronic transfer via bank draft. If you are interested in paying your monthly dues by bank draft, please call the local and we will explain to you the proper procedure for the electronic transfer.

Lowering Your Monthly Dues:

Effective January of 2012, the SSMRC, on a quarterly basis, will be giving Millwright Local Union 729 \$10.00 per member based on Ultra membership numbers on the first day of the first month of the quarter. This will enable the local to lower its monthly dues to no higher than \$27.00 per month. Effective April of 2012, the above mentioned monies will be paid only on members who are current on their monthly dues and have signed a dues authorization card. If you want to lower your monthly dues, please make every effort to keep your dues current and make sure you have signed a dues authorization card. If you haven't done so already, fill out and sign the SSMRC dues authorization card and



mail it back to the local and pay your monthly dues through the current month.

Millwright Qualification Card: If you want to work at an Entergy Nuclear Power Plant, it is required that all journeyman millwrights have a millwright qualification card. To qualify for a millwright qualification card you must meet one or more of the following criteria: 1) Completed a 4-year UBC Apprenticeship Training; 2) Worked 10,000 hours prior to 1996 as a journeyman millwright; and 3) Have passed a millwright qualification test. Please make every effort to acquire your millwright qualification card as soon as possible prior to going to work. Please call your local to acquire information on how to get your millwright qualification card if you don't already have one.

Work Overview: The month of October was an outstanding month for turbine work for Millwright Local Union 729. I reported in the previous newsletter that Day & Zimmerman is aggressively bidding the turbine work at all of the



fossil fuel Entergy power plants in the state of Louisiana. I'm happy to report that Day & Zimmerman was awarded the turbine work at Waterford I & II in Killona, LA. Also in October, Siemens worked on the turbine at Nine Mile power plant in Westwego, LA, at Lieberman Power Plant in

Mooringsport, LA. APM worked on the turbine at Calpine in St. Gabriel, LA and Turbine Pros worked on the turbine at Big Cajun II in New Roads, LA.

Apprenticeship: I'm glad to say that your attendance at school has improved in the last nine months, but it still needs to get better. The Training Center in Baton Rouge will be going to daytime training sometime soon to better serve our contractors and provide you with a better education. You will be notified by the Training Center when these changes will occur. You can also get training information on our website, www.southernstatesmillwrights.org. Millwright Local Union 729 has an aging work force and you, the apprentice, will be expected to replace the older members as they retire. It is your responsibility to go to school, to be productive when working, and to go to work with a good attitude. Our union's survival is dependent on you doing all of the above. I'm confident that as a proud member of Local 729 you will do what you can to help our union survive and grow.

Local 1192

By Wayne Jennings, Business Representative



DEAR BROTHERS AND SISTERS: First off, I would like to thank you for your support and cooperation over the last year. There has been a tremendous amount of changes in the way we do business. With the formation of The Southern State Millwright Regional Council we had to get the foundation of the council laid. Now with the bylaws that your delegates have adopted for this council to operate under, we have that foundation and the council is working hard to improve conditions for all members.

We ask that you, the member, take time to read and understand these bylaws, as there are many standards and duties that members need to honor and uphold to make your new council successful. If you need a copy of the bylaws, please contact your local and they will provide you a copy. You can also go to our website, (southernstatesmillwrights.org), and request them by either mail or email. I truly believe that if we, the members, get behind our leaders and we all work for the common good of the brotherhood, we will see positive changes in the near future for all millwrights.

With that said, I would like to address some of the employment opportunities that I see in the near future for millwrights in Local 1192's area. Grand Gulf Nuclear Station is ramping up for the largest outage ever attempted in the nuclear industry of our nation. It is scheduled for February of 2012, with man power needs of almost 200 millwrights. We have several members already on site preforming pre-outage work in order to accomplish the task at hand. We also have a sizeable outage at Browns Ferry Nuclear Station that will begin ramping up any time now. This outage is scheduled to kick off in early April.



Turbine from Plant Wilson, a coal-fired power house in Gulfport, MS

I want to bring to your attention some of the things you can get accomplished prior to these outages to put yourself in the best possible position to be employed at these jobsites. First, fulfill your obligation to the local by keeping your dues paid. This is a requirement to go to work under our new Out Of Work Rules. Second, all members should have their Dues Authorization Form signed and returned to their local. This is vital to the financial stability of the locals. Third, there are several things you should have in your tool box to increase your potential for employment on these projects. Have your Personal History Questionnaire (PHQ) filled out properly. For assistance, contact your local. Have your training updated. You need to have all your prerequisites for turbine training at the International Training Center in Las Vegas, your Nantels need to be current, and you should have your Millwright Qualification Card. For assistance on any of these, contact your training facility. These are two of the largest projects in 1192's area, but they are not the only projects and the majority of projects require most of the training described above. Remember, you can always utilize www.southernstatesmillwrights.org for a tremendous amount of information on the council, bylaws, training, employment opportunities and more, including the opportunity to offer feedback.

I would also like to remind everyone that for your council, your locals, and ultimately you, the member, to succeed, we must hold to a certain level of integrity. All millwrights, staff and members alike have got to be safe, professional, productive millwrights in order for our customers to succeed. In return, we will be successful as well. Remember, we need the contractor as much as he needs us. We should strive to work together for the well-being of all. Thanks for all you do and thanks for the opportunity to serve you.

Business Representative Updates

Local 1263

By Mike Hamilton, Business Representative



RECENTLY, THE OFFICE STAFF AND I were talking about the fact that on November 11, 2011, we celebrated Veterans Day. On the news almost every day we hear about celebrities and what an impact they seem to have on people, no matter how meaningless their activities are and the question arose about who our heroes really are. Several of our members are active in the Patriot Guard Riders, American Legion Riders and other organizations that support our troops, veterans and their families. We hear from them who our real heroes are. They are sons and daughters, sisters, brothers, mothers and fathers, friends and neighbors from all across our country, ranging in age from just out of high school to grandparents, who just want to serve our country.

Many of our union members are veterans, National Guard members and quite a few have been called to active duty this past year. They are serving in Iraq, Afghanistan, Kosovo and all around the world in the Army, Marine Corps, Air Force, Navy and Coast Guard. Instead of honoring these heroes only on Veterans Day and memorial Day, we encourage each of you to thank our men and women in uniform for their service every day. Remember them in your prayers, but also remember to pray for their families who are here at home making sacrifices every day. Many of our members are Vietnam veterans. Once our politicians decided to bring our troops out of Vietnam, our veterans returned to the United States, but they did not get to come HOME so we want to say to all of our Vietnam veterans, "welcome home, and thank you for your service."

The mergers and reorganizations that we have gone through over the last two years have created larger locals and few of our members know each other well, so we feel like it is time to let you learn a little about your Local 1263 brothers and sisters from across Georgia, North Carolina and South Carolina. We will be picking one or two members from different areas of our jurisdiction and tell you about them. This time, we want to introduce you to two members who are on active duty: Private First Class James A. Bilyeu is a journeyman from southeastern Georgia. Before being called up in September, 2010, he was working for one of our contractors in Savannah, GA. He is currently deployed in support of Operation Enduring Freedom for a 12 to 24 month period. Second Lieutenant Richard K. D'Ostroph is an apprentice from central Georgia. He was working with Siemens Generation Services prior to being called to active duty in April, 2011. He is currently deployed for a period of 12 to 18 months. We thank both James and Richard for their service, along with their families for their sacrifices and to wish both of them a safe return home.

We feel like it is time to let you learn a little about your Local 1263 brothers and sisters from across Georgia, North Carolina and South Carolina.

These are just two of our members. Many more of you are volunteer firemen and first responders. Some of you are musicians, artists, bikers, members of civic organizations, hot-rodder's, classic car restorers and ministers. If you would like to give us information on your activities, hobbies and other interests and would like to be introduced to your brothers and sisters in future articles, please send us the information.

As 2011 has come to a close and as we look forward to 2012, there are signs of an improving economy. We continue to hear of growth in the turbine and powerhouse industry throughout the jurisdiction of our council. Contractors are calling to get rates for bids at the KIA Plant in western Georgia. Several tire plant expansions have been announced in the Carolinas, including Bridgestone and Continental. The southern nuclear Plant Vogtle expansion is still awaiting final government approval.

Savannah River Site expansion is still expected. Lowes is building a huge distribution center near Rome, Georgia, which will be done using the Light Rack and Conveyor Agreement.

In order to meet these expected manpower demands, we have to recognize the increased demand for a skilled workforce and it will take the involvement and help of our entire membership to succeed. Our contractors are looking for workers to be more highly trained, more skilled, and more productive. They need workers who have a desire to be the best of the best, be on time, be reliable, have a good attitude and who can work together to get the job done right the first time and ahead of schedule. Because of this increased requirement for skill enhancement training, it is up to you, the members, to take advantage of all training opportunities available through your Union.

If you have a Transportation Worker Identification Credential card, please make a copy of your card and send to the union office. If you have substantial overhead crane operator experience with Siemens, APM or any other contractor, please send documentation from the contractors. If you are a certified welder, send us a copy of your certifications. There is an extreme shortage of specialized welders which will be widely in demand at Plant Vogtle and Savannah River Site and we cannot afford to wait until the work begins. We ask for your help because the different locals used different skill codes and the UBC TRAIN records system does not keep track of welding certifications because there are so many different certifying entities.

We look forward to the even more prosperous 2012 for all of our members and your Union stands ready to be of assistance.

Local 1421

By David Bonds, Business Representative



HOWDY SOUTHERN STATES MILLWRIGHTS! I like the way that sounds! I hope everyone is doing well and looking forward to a busy and prosperous 2012. First and foremost I would like to thank each council delegate for their support in re-electing me as a SSMRC Executive Committee Member. I am humbled by your support and will diligently

serve each and every SSMRC member as we continue in the positive direction our council has taken in the millwright industry. In addition, we should all thank Executive Secretary-Treasurer Dennis Donahou for his hard work and efforts in getting our council off the ground and operational. Under his experienced leadership, knowledge and guidance I see nothing but a bright future for the SSMRC millwrights.

As a 32-year member going on into my 15th year as a millwright representative, I have been asked on several occasions "What can I do as a member to support my local union?" My initial response is this: By building and then protecting your reputation as a dependable, highly skilled, trained, and professional millwright, you will also protect and build the reputation of the local union. Often, that answer provokes the question, "How does my reputation affect the local union?" All Millwrights young and old have heard the old adage "The three ways of getting word out is 'telephone, telegraph, tell a MILLWRIGHT!'" This is referred to as the Millwright Grapevine.



At the Ball Corporation project in Ft. Worth, members used an 8-color decorator weighing 56,000 pounds

We must also understand that there is a Contractor Grapevine as well. All of our contractors talk and have relationships, no matter what sector of the industry. Just like we millwrights talk on jobsites and build relationships, contractors at a pre-bid meetings, pre-bid walk through, jobsites, etc. also talk and build relationships. If they have a bad job in a certain area, other contractors WILL know about it. This, in turn, may influence

their decision to bid work in that area based on another contractors experience with the manpower being supplied by the Local Union.

By building a reputation as a highly skilled, professional, dependable millwright, you will build a good reputation for both yourself and the local union. I have had many contractors tell



Inside the Dallas Fort Worth airport project

me that if we send members who can show up on time, be there every day, work hard, have the tools and skills to do the job, they can get the job done.

Warren Buffet makes it simple by saying, "It takes 20 years to build a reputation

and 5 minutes to ruin it. If you think about that, you'll do things differently." As a representative of your local union and the Southern States Millwright Regional Council, could you do things differently to help build a good reputation?

Since our last newsletter, I am pleased to report that we've had a better-than-average summer in work opportunities for our members. Union contractors secured new conveyor installation projects for Federal Express and Dallas Love Field International Airport. Both projects are scheduled to last through the first quarter of 2012.

Sometime in the first quarter of 2012, we should be starting the body shop expansion equipment installation at General Motors. With these ongoing projects, combined with other local area projects, we should finish out 2011 on a good note, and roll right into a promising first part of 2012.

I would like to recognize the millwrights who were transferred into our local from the Austin area, who made the transition without hesitation or discord. Attendance at our bi-monthly informational meetings have been outstanding and greatly appreciated. I am also pleased to see that the majority of our members have been willing to travel out of the area to various projects. I am concentrating on and tracking several projects in the area, and working with local contractors to secure work for the area in the near future.

Also, remember to visit our website,

southernstatesmillwrights.org. There you can find useful information such as when and where training classes are. You can catch up on the local millwright news, check out local events, and find out if a job is opening up in your area.

Last but not least, thanks to those members who traveled in for the fall outage at Comanche Peak Nuclear Power Plant. I greatly appreciate your assistance in covering the manpower needs for this outage. We hope to see you back this spring (Note: Please be aware that the Millwright Qualification Card may be a necessary)!

Business Representative Updates

Local 1554

By David Park, Business Representative



BROTHERS AND SISTERS, 2011 was a busy year and I know everyone has been working a lot of hours. Let's hope it continues. I appreciate the time members have taken to attend the upgrade classes and we had a good turn out for the Millwright Qualification Card program. If anyone does not know, if you go to work in a Nuclear Power Plant you must have the Millwright Qualification Card (excluding TVA plants). If you would like to inquire about the certification, contact Mike Valentine (865-481-0466) and he can assist you. By the fourth quarter of 2011, our local had 395 members participate in the journeyman enhancement training.

We are still short on tig welders and members with rigging certifications and laser alignment training. For Training Class Schedules, go to www.southernstatesmillwrights.org. There will be training information for the entire Southern States Millwright Regional Council, along with other helpful information concerning job openings, current news, and a look into some of the projects we are working.

I would like to congratulate Chad Snow, who took first place in the annual Southern States Carpenter and Millwright apprentice contest, which consisted of coupling alignment, lay out, precision instruments, and a welding project. Chad joined the brotherhood in April of 2008 and has taken numerous journeymen enhancement classes. He currently works for Bechtel at Watts Bar. Members who competed in the past are Jarred Kellum, Jerry Wright, Terry Kellum, Joseph Ayers, Chad Owens, Dustin Carroll John Starkey, Kenton Huens, Dwight Hicks, Derek Meadows and Josh Bolton. All millwright apprentices that competed in the previous contests did an outstanding job.

Apprentices who have been promoted to journeyman in 2011 are: Steve Craig, Howard Danner, Aaron Duncan, Christopher Durham, Kevin Goldberg, Brandon Graham, Jeffery Matney, Andrew McFadden, William Morrison, and Jerry Wright. Congratulations to each of them.

Millwright Brothers With 50+ Years Of Service are: Charles Grief (70 years), Herman Pratt (69 years), William P. Jones of the Chattanooga area (64 years), Charles E. Brown (59 years), Claude Bratcher (58 years), Henry Wilkerson (57 years), Thomas Wagner (57 years), Lee McKee (55 years), Charles L. Allen (53 years), and Clovis Hester (51 years). Thank you and congratulations to each of you for your service.

I appreciate the time members have taken to attend the upgrade classes and we had a good turn out for the Millwright Qualification Card program.

Local 1554

By Tim Brown, Business Representative



TVA has announced at meetings and through news reports that to manage work as efficiently and cost effectively as possible, and to complete and start-up Watts Bar Unit 2, the number of contractors is being reduced and the construction contract

between TVA and Bechtel Power Corp. is being modified to improve performance. The pace of construction at Watts Bar Unit 2 has been slower than originally planned for the five-year project. The number of contractor personnel working on the project is being reduced by 600 craft workers and 200 supportive staff, most of them working for Bechtel or Day & Zimmermann. They are also making changes to TVA's contract with Bechtel as part of the efforts to improve the work performance on the construction project. TVA will increase its oversight of work performed by Bechtel employees.

Completing construction of Watts Bar Unit 2 safely, efficiently and with high quality is a top priority for TVA and its contract partners. Re-evaluating the project's cost and schedule, and increasing TVA's involvement in managing the engineering and construction activities will help



operate more efficiently and bring Watts Bar Unit 2 online safely and in a high quality manner. This is one way TVA contributes to becoming the nation's leader in increased nuclear production - a critical element of TVA's vision. TVA expects Watts Bar Unit 2 to begin commercial operations in 2013, helping TVA to be one of the nation's leading providers of low-cost and cleaner energy of 2020.

Local Area Work: Local contractors' work is very low in this area at this time, but there have been some spurts of work associated with plant shutdowns that has helped our local contractors keep several of our local Millwrights busy. We still have people at the new Volkswagen Plant and have had people there since its construction. We are still expecting work on a large project for Wacker Chemical Company, which is expected to start during first of this year. I am looking forward to this spring's turbine outage season and upcoming local contractors work.

Council Efforts: Always know that this whole council is constantly striving to build relationships with any and all contractors, their customers, utilities and industries of all types. This is made evident to me by the devoted efforts of Executive Secretary-

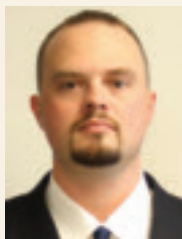
Treasurer, Dennis Donahou. He has come to my area time and time again to try to make personal contact with our members and our contractors. His efforts are much appreciated. Thanks also to all of our good local contractors.

Millwrights working on the gearbox of the Unit #2 Polar Crane at Watts Bar Nuclear facility



Local 2232

By James Rowland, Business Representative



A WORKING MILLWRIGHT IS A HAPPY MILLWRIGHT and in Houston we have a lot of happy millwrights. Work in the Houston area, which includes the Golden Triangle and Corpus Christie areas, has picked up considerably since August. Several turbine jobs have started since the beginning of October. APM has gotten work in facilities that we have not been inside of in several years and TOPS has continued to get work and expand their market share. Siemens has the STP nuclear currently underway and some major outages in the near future.

Our petro-chemical maintenance side is booming. Both UPS and TISS have work at the Motiva project in Port Arthur with key personnel already on site and the first major callouts for manpower started in mid-October. Wood Group recently secured a maintenance contract with Shell Refinery in Deer Park and continues to provide maintenance at the Lyondell facility in Channelview, as well as perform turnarounds at other facilities. Power-Tec continues to perform maintenance in multiple facilities in the Freeport and Bay City areas, as well as the Golden Triangle and in Corpus Christi.

Work in the Houston area, which includes the Golden Triangle and Corpus Christie areas, has picked up considerably since August.

Farmers Marine continues to perform the site maintenance at Budweiser in Houston and has had several small projects recently. We learned that Anheuser-Busch released \$40 million to install a new line at the plant and we expect that work to be performed with union labor as it has been in the past. Although the airports haven't had any projects recently, we know that work is on the books for Bush Intercontinental and McAllen airport. We are working to learn who is performing the work and when it will be scheduled.

San Antonio was slow last summer, but the Toyota plant has some outages on the books and we are waiting on a date to be scheduled. We had a few turbine jobs in the San Antonio area and it looks like we may be picking up more turbine work in the future.

We recently signed a new contractor in Corpus Christi, Turbonetics, Inc. They are chasing maintenance work in the Corpus Christi area and have a few jobs on the schedule already. We have also had meetings with Down Time Services, a field machining company out of Corpus Christi, and talked with them about signing an agreement and forming a field services division in the Houston area.

Even though we didn't have an outage at STP nuclear facility, the fall season was strong. There are several large petro-chemical shutdowns scheduled early this year and the turbine work will be in full swing. The Motiva project had a large number of millwrights working it through the winter season as well.

Finally, work along the Texas gulf coast is good and looks to continue that way for some time. With new contractors signing agreements and customers wanting to use union millwrights, Texas should expand its market share exponentially, which will only mean more work for our current members and more members for the brotherhood in the long run.

Business Representative Updates

Local 2232

By Mike Hines, Business Representative



THE BUILDING OF A NEW HALL

Local 2232 has been without a union hall that they could call their own for last 12 years. So, in 2007, a committee was set up to look into what we could do to make this dream come true for our Local. It consisted of three e-board members and one member from the body: Mike Hines, Financial Secretary, Doug Kauffman

Trustee, Larry Cohn Trustee and John Shaddix.

The committee duties were to formulate a plan for a new meeting hall, locate an architect to design a building, locate property for sale in an area that met our needs and budget, locate contractors to build the project, and make a recommendation to the body.

The committee located an 8.91-acre property in Pasadena, Texas, which met all of our needs, making this a prime spot for our new hall. It had several other advantages. The price was less than half

the cost of other properties in area. It was not in flood plane. It was within five minutes of several of our contracts and the Houston Area Safety Council. It has no deed restrictions. The biggest plus is that it gave the body an option to help with the cost of new hall by either selling excess land or utilizing the room to add on to the hall for rental space.

The body voted in 2008 to purchase land and build the new hall, which we then started in 2010. As with any new construction project, building our new hall had some complications at first. Our main issue was with the contractor, so we had to change the general contractor, which is now Way-Tec (signatory to Carpenters Local 551). We then restarted the project in June 2011. The 7,500 square feet building will be set on approximately 1.25 acres with some rental space available in the building. The hall projected opening date was December 2011 and we are proud to say it is completely Union built.



The new Local 2232 office building

Local 2411

By Paul French, Business Representative



BROTHERS AND SISTERS: How quickly 2011 has passed! Our work continues to improve and the coming spring looks very good. With the increase in jobs, our membership has increased as well. Let me welcome each new member and all returning members to the new council and encourage each of you to be a participant in this Brotherhood and our efforts to be the Best!

I would like to take this opportunity to remind our members, new and old, about one factor that helps us as a Union Millwright differentiate ourselves from other millwrights: **SAFETY!** Safety is by far the first issue that contractors mention at pre-job meetings. Thousands of accidents occur throughout the United States every day. The failure of people, equipment, supplies or surroundings to behave or react as expected causes most of them. Loss from accidents, injuries and near-miss incidents cost billions of dollars. We are committed to reducing accidents and injuries. In fact, our goal is to eliminate accidents and injuries altogether, thus reducing the rate of production loss so that our fair companies can enjoy a healthy bottom line.

Do you realize the enormous toll that workplace injuries take on this nation's economy? A toll we can hardly afford in good times, but is intolerable in the difficult times we are experiencing right now. A report from Liberty Mutual Insurance Company for March of 2010 stated that injuries involving six or more days away from work cost American employees more than \$53 billion a year—that is more a billion dollars a week in workers compensation alone! This doesn't even include the indirect cost to the employers such as down time for other employees as a result of the accident, investigations, claim adjustments, legal fees, and property damage. These costs can be three-to-ten times the actual cost of the claim. All of these costs, either direct or indirect, are not the most important costs. It is the loss of a valuable friend, co-worker, or family member.

At our last staff meeting, the southeast regional manager for APM, Howard Ghune, was concerned about work-related accidents or incidents that occur on one shift but not reported until after you leave the job or on the next shift. For instance, let's say you got something in your eye - dust, sand, slag or whatever. You think you got it out but you're not sure. It is close to the end of your shift. You don't want to take the time to report the incident so you go home. Later, the eye swells shut and you have to go to the emergency room. They remove the debris, put a patch on your eye, give you medicine and send you home. You show up the next day at work and say that it happened yesterday. This will no longer be acceptable. If you don't report and document the incident on the same shift, including strains, cuts, bruises, etc., you will be terminated. Report anything that might get worse, such as something in your eye, strains, small cuts and abrasions immediately. Don't wait until the next day, hoping it will get better. Report it and make sure it's documented. Let's help our contractors' bottom line which will help our bottom line.

BE SAFE and HAVE A PROSPEROUS NEW YEAR!

Do you realize the enormous toll that workplace injuries take on this nation's economy?

Delegates Hear Good News

Continued from page 3

SSMRC Executive Secretary-Treasurer Dennis Donahou in his report outlined increases in training courses, training facility capabilities, membership and man-hours. Man-hours are up across the Council, membership is up in the majority locals, and members in arrears has shrunk to 9 percent from 15 percent a year ago. Donahou complimented Alabama-Mississippi Local 1192 for its overall turnaround since the SSMRC was formed. "You could see the pride," Donahou said, thanks to a renewed energy, renovated training center, offices, and grounds, and positive attitude of members. At the Houston Training Center, plans are in place to renovate a building to make it a compressor training facility, complete with mockups and an actual compressor that is being donated from the Carpenters International Training Fund. "Hundreds of thousands of man-hours are at stake," Donahou said of the importance of this type of training.

"You could see the pride," Donahou said, thanks to a renewed energy, renovated training center, offices, and grounds, and positive attitude of members.

Overall, the work outlook is positive, with a busy fall following an extremely busy spring. One specific area to target is the petrochemical industry in Texas, Louisiana and Alabama.

Qualification Cards Required

Millwright and nuclear mechanic qualification cards are fast becoming a requirement on jobs based on policy coming out of a consortium of nuclear producers. "Members will have to have current cards, or they won't work at these sites," Donahou said, as he instructed delegates and council staff to encourage members to get their qualification cards as soon as possible. Donahou said that in his 21 years of being a representative and EST, "I've never come to a meeting where there is such positive information. But no matter what we do, it is still the membership that drives us. If our membership's skills are top-notch, and their attitudes are right, it will keep driving us."

Training Reports

Georgia, North Carolina & South Carolina

By Dickie Bone, Director of Education and Training



AS TRAINING DIRECTORS, coordinators, and business representatives, it is our job to enable our members to receive the highest quality training possible and maintain jobs which benefit our contractors and members.

On September 1&2, 2011, Southeastern Manpower Tripartite Alliance (SEMPA) conducted a two-day seminar sponsored by Day & Zimmerman in Nashville, Tennessee at the Gaylord Opryland Resort and Conference Center. The theme of the conference was "On The Road Again - Market Recovery Ahead." Industrial contractors, vendors, suppliers and labor organizations were asked to participate. Meeting objectives presented during the conference were:

- Seek a genuine understanding of construction industry-related issues, challenges and obstacles which impact the successful staffing of current and future projects with skilled labor.
- Build and strengthen relationships which promote partnerships dedicated to working together to address workforce issues.
- Learn new and innovative methods for incorporating proven solutions into our respective companies and organizations.

- Recognize that workforce development does not occur overnight and that future success will require a sustained commitment to research, training, education, partnerships and the allocation of resources.

Various topics were discussed during the seminar such as those presented by:

- Janine Driver – Using Body Language to Enhance Communication Effectiveness
- Elizabeth McAndrew-Benevides – Japan's Fukushima Disaster – Impact on US Nuclear Industry
- Dr. David Dismukes – Entergy Market Trends and Policies, Implications for the Southeast
- Ray Hruby – Building the TVA of the Future
- Ray Lynch – Energizing TN – Engaging Industry in Workforce Development
- Eddie Clayton – Construction Workforce Forecast – Triangulating the Data

After the seminar speakers completed their presentations, an open discussion was conducted to receive feedback and comments. Danny Maples, UBC Vice President of the Southern District, sponsored the booth the SSMRC used to display our advancement in millwright training. The exhibit was furnished by John Marconi with the Carpenters International Training Center in Las Vegas.



Pictured are **Jimmy Hulsey**, training director for Tennessee, Alabama, Mississippi; **Tim Story**, coordinator for millwright Local 1263; and **Dickie Bone**, training director for Georgia, North Carolina, & South Carolina. Not present for the photo are Mike Valentine and Ray Trawick.

Louisiana

By Ray Calamari, Training Director



THE CENTRAL SOUTH Carpenters Regional Council Training Fund of Louisiana is currently planning to switch the Millwright Apprenticeship Training in Baton Rouge from nighttime to daytime training in the near future. Local 729 Business Representative Kevin Curley and I have been scheduling meetings with our millwright contractors to answer any concerns on the matter.

There are currently 104 millwright apprentices in the state of Louisiana, but we are always looking for more. If you have a family member or friend who would like to become a union millwright, please have them contact the nearest training center to schedule for an evaluation.

I would like to recognize one of our outstanding apprentices at the Baton Rouge Training Center, Shawn LeGros. He is a third-year apprentice who attended the Third Year Apprentice Program in Las Vegas in 2010. Shawn is 44 years old and attends apprenticeship classes on a regular basis. Starting his career at a machine shop, he worked there for 2 years before entered our 12-week Millwright Pre-Apprentice Program. Upon completing the program, he joined Local 729 as a second year apprentice. He has successfully completed the Gas and Steam Turbine qualification workshops at the International Training Center in Las Vegas. Shawn was chosen to attend the Southern States Apprentice Contest in October 2011 in Chattanooga, Tennessee. Our staff congratulates him and his accomplishments. Shawn is currently working with APM at various locations on gas and steam turbines. His skills and attitude on the job and at school is on target with the goals of both the UBC and the SSMRC Regional Council. Shawn is committed to completing his apprentice training in the near future.



Journeymen Upgrade Training

Millwright journeymen upgrades will be offered at the New Orleans and Baton Rouge Training Centers. Workshops in GE Familiarization, HYTORC, MSDS, First Aid/CPR, Rigging, and Forklift will be given as required by the needs of our contractors. New Orleans and Baton Rouge millwright qualification testing will be offered at both training centers. Just as a reminder, we are also offering the pre-requisite workshops needed to attend the Gas & Steam Turbine workshops at the International Training Center in Las Vegas. If you would like to schedule training, please contact your local training center: Baton Rouge Training Center – (504) 945-3127, or New Orleans Training Center – (225) 927-6176.

Arkansas & Oklahoma

By Edward Wright, Training Director



TRAINING at the Arkansas/Oklahoma Carpenters and Millwrights Apprenticeship & Training program is a great stepping stone in developing lifelong skills. The apprenticeship combines on-the-job experience with classroom and shop training. Our millwrights are trained to work within

precise limits or standards of accuracy. Through the use of logical step-by-step procedures in work, their planning, their problem solving abilities and decision-making skills, the millwright of today is someone who maintains or constructs industrial machinery for assembly lines, pumping stations and other utilities, print shops, and other industries employing fixed heavy machinery.

We are in the process of ongoing training with the following classes: Power Transmission, Pump & Motor Alignment, Rigging, GE Familiarization and Hytorc, Bearing, and Human Performance. We have started teaching Flow Serve this year and our first class was very successful.



Flowserve training at the Russellville, AR Training Center

The apprenticeship will be adding a part-time instructor, Steve Carr, to our list of qualified training instructors to teach along the sides of RL Gates and John Bassham.

Everyone here at the AR/OK Carpenter's Apprenticeship and Training would also like to express a special thanks to the delegate for SSMRC, Mitchell Ford, for taking time out to mentor and teach our apprentices.



Instructor Steve Carr and SSMRC Delegate Mitchell Ford

Training Reports

Mid-South Regional Council

By James Hulsey, Director



ON FRIDAY AND SATURDAY, October 14th and 15th, the Mid-South Training Department hosted the annual UBC Southern District Apprenticeship Contest at our Tri-State facility in Chattanooga, TN. Six millwright apprentices competed in the event to represent their respective training departments within the UBC Southern District.

Participants competed in a hands-on portion, which represented 70% of the score, a written test that accounted for 25%, and the optical portion, which represented the final 5%. The scoring also included evaluations of the participants regarding safety, correct work procedures, and professionalism. The competition was very tight with less than a 2% spread between 1st and 3rd place.

There were three judges in the millwright event: Howard Guhne, Southern Region Supervisor for Atlantic Plant Maintenance; Rick Fouts, Senior Manager with the Indiana/Kentucky/Ohio Regional Council; and Rick Little, Millwright Superintendent for Bechtel Corporation.

Each training department within the SSMRC selected their participants using their own methods of evaluation to ensure that the best representative from their program competed.

Contestants were:

- Bryan Grant, Local 2232 representing the Texas area
- Shawn LeGros, Local 729 representing the Central South area
- Matthew Nowlin, Local 216 representing the Arkansas/Oklahoma area
- Creighton Powers, Local 1000 representing the Southeastern area
- Chad Snow, Local 1554 representing the Mid-South area
- Corey Smith, Local 1263 representing the Southeast area



Corey Smith



Bryan Grant

The contest events concluded Saturday evening with an awards banquet with approximately 160 people in attendance. Distinguished guests at the banquet included UBC Southern District Vice President Danny Maples, SSMRC Executive Secretary Treasurer Dennis Donahou, Central South Carpenters Regional Council Executive Secretary Treasurer Jason Engles, Mid-South Carpenters Regional Council

Executive Secretary Treasurer James Kerley and Secretary for Mid-South Carpenters Regional Council Training Trust Fund, Marvin Carnelison. Vice President Maples presented the awards to the participants. The results for the Millwright portion of the event were as follows:

- First Place: Chad Snow
- Second Place: Bryan Grant
- Third Place: Corey Smith



Chad Snow



Creighton Powers



Matthew Nowlin



Shawn Legros and Local 729 Business Representative Kevin Curley

Locals 2411 and 1000

By Frank Gray, Training Director



WE WOULD LIKE TO SAY HELLO and hope everyone had a great holiday season! The following is a snapshot of what has been going on at the Florida Millwrights Training Center over the last year, thanks to the leadership of our trust fund trustees, contractors, and the membership in this state.

Things started off slow due to a power outage in our shop, which put us behind schedule from the start. Once we got started, everyone rose to the occasion and we put together a record year of training along with a record number of first year apprentices (38) as well as a record number of graduating apprentices (18). We have been running about 75 apprentices this year. The week-long training classes have really been a great success for the program.

Over the course of the year we provided 66 training classes for the journeymen in which the journeymen account for just over 8,000 of the 17,000 student training hours this year. There were 364 journeymen that registered and attended classes in 2011. We invite journeymen and apprentices to train together on most all Carpenter International Training (CITF) classes. We have found that when they train together they work better together. In our eyes, we all have something to show each other and we all have things we can learn. With this in mind, the knowledge gets passed about from person to person to improve all members' skills.

In the welding department, there have been a record number of pipe tests (Tig & stick) that were given and passed last year. We awarded 32 pipe certifications in 2011. Siemens contacted us about putting a class together that would cover Air arc / Cutting Torches. They would like to have members trained and document their training as a needed skill on the Train System. We are looking to get more members into the Mig and Flux core welding in 2012 as the demand is starting to rise. This comes as no surprise as these contractors see the value in the training the members take to jobsites.

Training in Las Vegas has been moving along well with 33 members going to the gas turbine class and 22 members who took the steam turbine class.

We are pleased to announce that we are now able to offer overhead crane operator training at our center for Siemens and Atlantic Plant Maintenance as per the guidelines of the fund (CITF). We are hoping to start classes sometime in January if all goes as planned. This will give our council a way to increase the amount of trained operators needed to man the ever increasing demand in the turbine maintenance field. This will be an invitation only class setup for and by the contractors in the industry.

The Florida Millwrights Training Center would like to congratulate all the winners and participants who took part in the Southern District Apprenticeship Contest. There was a great group of millwright apprentices there along with a great field of carpenters apprentices. It was an outstanding contest and we look forward to next year.



Texas

By Paul Jones, Training Director



IN AN EFFORT TO GAIN MORE WORK for the millwrights in the Southern States Millwright Regional Council, a centrifugal compressor training program is being developed in Houston, Texas. The

following is a report on the improvements and renovations to the buildings that we use for training:

Building A will be remodeled to house the class rooms for compressor training, as well as pump and alignment training. Building A has 11,302 square feet of floor space, of which



9,398 will be used as shop space for hands on training of pump and alignment. The rest will be set aside for classrooms. Building B will be used for the hands on centrifugal compressor training. It is 60 x 120 feet, for a total of 7,200 square feet. One impressive feature of building B is the 15 ton overhead crane which will serve the entire building.

We have already obtained one centrifugal compressor for training and we are looking for more. George Wright, the area coordinator and some of his millwright apprentices, as well as other volunteers from Local 2232, have been busy moving equipment and filling dumpsters in preparation for renovations to both building. More information will follow as the preparations continue.

Local 1421 Millwright Chosen for Siemens Ad Campaign

One of SSMRC's own has been chosen to be the face of Siemens's new ad campaign for safety. **Mark Carter**, of Local 1421, has been chosen to be the lead figure for Siemens's poster campaign to raise awareness for on-the-job safety. Mark was chosen because of his work ethics, his supervision skills, and his attention to safety. He has been the steward for numerous projects at the Comanche Peak nuclear plant near Glen Rose, TX where this picture was taken.

"Mark is what I call a 'rounded' millwright. He can work on any project and has the knowledge to take care of the work no matter what facet of millwright work it is," said Local 1421 Business Representative David Bonds. Because of his skills and professional manner, Mark is called upon to be part of the Comanche Peak projects from start to finish by being part of both the mobilization and demobilization process.

And, not only is Mark a veteran millwright, but three of his uncles, his father, and his grandfather, who served as a business representative for Local 1421 for three terms, were also union millwrights. Mr. Carter is a father of two, one girl and one boy. Congratulations, Mark!



THIS FLAG STAND, which was displayed at the August council meeting, was crafted and donated by Arkansas/Oklahoma carpenter instructor, **Dennis Curtis**.

"Having a Display with flags of all the 11 states represented in our council is just another way of showing the solidarity that the staff, delegates, and members are striving each day to maintain," said SSMRC Executive Secretary-Treasurer Dennis Donahou. In appreciation of the efforts by Curtis and the symbolism it represents, the display will be front and center at all Council Meetings.

Anatomy of an Experienced UBC Millwright

When we talk about an experienced millwright, we generally think in terms of job experience. We think of the different industries, different contractors, different geographical regions of our country where this millwright worked, positions held from apprentice, journeyman, foremen, union officer and etc.

With this in mind, we focus on a member with an enormous amount of experience who has seen many different industries, contractors, and geographical regions. He's a member of Local 1000 and has been actively working in our trade since the last of the Truman administration.

Meet **Herman Grantham**. Brother Grantham has been a continuous member of the UBC since January 27, 1953. He began his career as one of the original apprentices in the first apprenticeship class of the then Millwrights Local Union 1510 now known as Local 1000. With that distinction, Brother Grantham is an honorary member of the UBC and Local Union 1000 in Tampa, Florida. As this article is being received by the membership he will be completing his 59th year in our great Brotherhood.

"Having known Herman since I was a teenager, I have many memories over the years," said SSMRS Eastern Region Director Steve Cothron. "I remember my thoughts when the mandatory turbine training was launched several years ago for anyone wanting to work with the OEM's. I thought that some of the more experienced members would not feel too kindly at being told they needed to take training to continue to work on jobs they had worked on for many years. Herman was one member that came to mind, because he had an extreme abundance of experience and I thought he may question the reasoning why the UBC would agree to these requirements of the power industry.

"Herman came to a few classes in early February 2004, gave an outstanding endorsement of the training and

encouraged all members to take advantage of the training to upgrade their skills. That endorsement, coming from Herman Grantham, one of our most respected members in Local 1000 for decades, meant more to our training staff and me than could be imagined."

Brother Grantham has been a continuous member of the UBC since January 27, 1953.

Change is constant. Whether it is at work, the economy, our personal lives or whatever, change occurs. SSMRS members are regularly reminded about attitude and the effects it has on their employability, both individually and collectively as union millwrights. Our members' attitude, being on time every day, being present every day and working as a team every day are the things that makes us successful. It enables us to bring the best value to the contractors and owners who utilize our skills.

been here from the "sledge hammer to the high torque". He says that many millwrights of 50 years ago could not make it today. Many would be lost today. He attributes the training we have today as the most important component which has kept his trade successful in this changing world. He is very impressed with the "out of work" millwrights who constantly come in and take upgrade and refresher training, to improve their skills and make their selves more employable. He says it is great to see the members coming in and taking different classes such as rigging, indicator classes, welding and so forth.

"These younger members keep trying to better themselves," Herman said. "The teachers we have are fantastic. I am prouder than ever to be in our Brotherhood. How many trades can you work in for 60 years?"

The SSMRC and Local 1000 are both extremely proud to have Herman as a part of our Union. He is an icon in Florida. Any of



A young Herman Grantham attends his Local's meeting (he's at the far left).



Herman still attends skill enhancement classes.

The pride of one who enjoys a good attitude about their work and craftsmanship leads to long and productive career. When you talk about accepting changes that benefit our brotherhood, Herman Grantham has led the way.

When asked about his nearly 60 years in the UBC, Herman said he thinks a lot about the people he's met over the years and the great friends he'd made. Herman says with accomplishment that he has

those who have worked the nuclear plants at St. Lucie and Turkey Point have probably met Herman. When we talk about an experienced millwright, Herman Grantham is as experienced as one can be. He has the pride and correct attitude that allows him to accept change in a positive way, and because of this, Herman Grantham after 59 years of service, still leads us by example.

Southern States Millwright Regional Council

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Executive Officers

Dennis Donahou	<i>Executive Secretary-Treasurer</i>
Dickie Bone	<i>President</i>
David Park	<i>Vice President</i>
Mike Hines	<i>Conductor</i>
Mitchell Ford	<i>Warden</i>
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Steve Cothron, Sr.	<i>Trustee</i>
Mike Valentine	<i>Trustee</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.



ARKANSAS/OKLAHOMA MILLWRIGHT INSTRUCTOR

Mitch Ford was recently recognized by Carpenter Magazine and the international UBC web site for his extensive knowledge and his drive to increase skills through training. The article is appropriately entitled: "Sharp Skills, Good Attitude." Go to carpenters.org and look in the home page's news and notes section to see the entire story.



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