

THE Millwright

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

SUMMER 2012



Grand Gulf Supplies Big Opportunities for Work

A history-making building project in the deep South is not only attracting global attention for its size and scope, but it is also providing an equally impressive amount of work for members of the Southern States Millwright Regional Council.

More than 200 millwrights are going to work everyday at the Grand Gulf Nuclear Station, which sits near the Louisiana border in the southwestern Mississippi town of Port Gibson and is operated by Entergy Nuclear. The 27-year-old plant already made history by becoming

the first and only nuclear power plant to produce electricity in Mississippi.

Now, thanks to the skills and productivity from SSMRC members, Grand Gulf is undergoing a power upgrade that will make it the largest single-unit nuclear power plant in the country and the fifth largest in the world. The upgrade, itself, is the largest expansion of a nuclear power plant in U.S. history.

Millwrights are working on turbines, the boiler reactor heat pump, and as bridge crane operators. They are doing all rigging

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Texas' Motiva Project Puts Thousands of Man Hours into the SSMRC & UBC Books

Big projects have the capacity to spur big opportunities. That's the reality UBC millwrights are experiencing as hundreds of millwrights from around North America, led by the Southern States Millwright Regional Council (SSMRC), are finding work at an immense, record-setting refinery expansion project in Texas.

MOTIVA

Houston-based Motiva Enterprises LLC, refines, distributes, and markets oil products in the eastern and southern United States. Motiva's 109-year-old Port Arthur, Texas refinery is undergoing a multi-billion dollar comprehensive Crude Expansion Project (CEP).

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Dear Member,

The first quarter of 2012 for the SSMRC has had continuous improvement throughout, and has out-performed the first quarter of 2011 and 2010. Our man-hours have seen the biggest increase in several years. We have continually gained membership and the percentage of those members in arrears has dropped steadily since this council was formed.

OUR MEMBERS are doing more work and have more work available to them than they have had in years. When the first three months of this year are compared with the first three months of 2011, man-hours have increased from 1,456,293 to 1,703,302 across our 11 states, a 17% gain. This means we have had an average increase of 82,336 man-hours per month. The summer months are anticipated to be stronger than summers before when work decreased sharply after the big outage seasons were over. The council's business representatives have secured additional work to give our members a better chance of employment during this traditional down time.

One of the reasons this increase of work is happening is that we are acquiring more signatory contractors. This, in turn, opens up more and more opportunities for work. This is the result of the members, who go to work every day, do a good job, and earn a reputation for themselves and the council. From the most experienced journeymen to the first-year apprentice, we are working with a good attitude, showing up for work on time, and getting the job done the Union Millwright way.

We are getting positive feedback from our contractors. One of our largest contractors relayed to me that this has been one of their most productive outage seasons ever. An official from Universal Plant Services made this public comment at the recent millwright leadership conference: "The only thing we sell is millwrights, and that's what you (the UBC/SSMRC) provide. We are very happy with how well UBC millwrights are trained and ready to show up and go to work. You help us stay ahead of the game."

And from those at Central Conveyor Company at that same conference: "We haven't gone anywhere where we haven't gotten support from the millwrights. Specifically, Central's official cited an example in Alabama: "We needed 25 guys and we got them in two days. We've never seen the level of cooperation and support from the union millwrights that we are seeing today."



Our man-hours have seen the biggest increase in several years.

Successfully manning large projects such as the Motiva refinery in Houston and the Grand Gulf Nuclear Plant have enhanced our reputation. These large projects not only provide a need for a large amount of manpower, but also a steady, prolonged need for manpower, and the SSMRC is increasing its manpower to meet these needs. Membership for this council is at its highest level since its formation.

A drastic improvement that we have seen is the percentage of our members in arrears. In 2010 we had 619 members in arrears, which was equal to 12% of the membership. In 2011 there were 531 members in arrears for a total of 10.7%. To date, we have only 276 members who are in arrears, a number that has been cut to 5.4%. The council continues to roll back money to each local every month, according to how many members are current on their dues. With the number of members in arrears steadily decreasing, the amount that each local gets back each month is increasing. It is up to

each individual member to make this happen. Each and every member must take it upon themselves to have their dues current and to encourage others to do so.

Brothers and sisters, take advantage of all training that is offered. Training is what separates us from the rest. Training is the most important tool in your tool box. Upcoming classes are listed on our website (southernstatesmillwrights.org), along with a place to view upcoming jobs in your area. Let's go to work with the attitude that our contractors are commending us for and above all, be safe.

Dennis Donahou

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

SSMRC Work Rule Changes

ON FEBRUARY 18, 2012 at a special called meeting of the Southern States Millwright Regional Council, a revised set of work rules were voted on and approved, and went into effect April 1, 2012.

Each member of this regional council was mailed SSMRC Job Solicitations, Registration, and Referral System Work Rules. All members are encouraged to read all of the materials that were sent to you.

Some of the biggest revisions are as follows:

Rule #3: To be eligible for referral:
a) member must be a member in good standing of a Local Union affiliated with the SSMRC, with all dues paid current
b) Have a valid dues authorization card on file at the Local Union.

Rule #4: members asked to be offered work in their Local Union Service Area first.

Rule #7: Members shall not unreasonably refuse jobs. If a member refuses two consecutive jobs, that member's name will be moved to the bottom of the Referral List.

Rule #15: Violations of these rules shall subject the violators to charges under the UBC Constitution in addition to other penalties contained in these Rules.

“ Our contractors reasonably expect that when a UBC member comes on a job, he or she will be trained, motivated, and ready to work.”

– UBC General Vice President
Doug Banes

Failing a Drug Test Means Failing More Than Yourself

A Message from UBC General Vice President **Doug Banes**



Dear Member:

If you put a pencil to the financial cost of that misguided decision to abuse drugs or alcohol, members cost themselves and their families thousands of dollars in missed work opportunities. Also, those working impaired can injure themselves, brother or sister members, or others. In the UBC, that is unacceptable.

Brotherhood members earn superior pay because we provide superior performance. Our contractors reasonably expect that when a UBC member comes on a job, he or she will be trained, motivated, and ready to work.

Showing up under the influence of drugs or alcohol shreds that compact and puts a nearly indelible stain on our Brotherhood. The industries we serve are insular. Everyone knows everyone else, and there is no such thing as an isolated incident.

Our union has worked hard to get owners and contractors to give us a second look. By overhauling our training and demonstrating our commitment to top-flight skills and can-do attitude, we have been able to win work in environments that had long been hostile to unions.

Developing a reputation as a union full of unreliable and unsafe workers would put that effort at risk.

Members who fail drug tests can face more than the humiliation and loss of pay that comes from being thrown off a job. They risk fines, suspension, or possible expulsion from the Brotherhood for creating dissension among members by putting them in danger, violating Section 51(a) of the UBC Constitution.

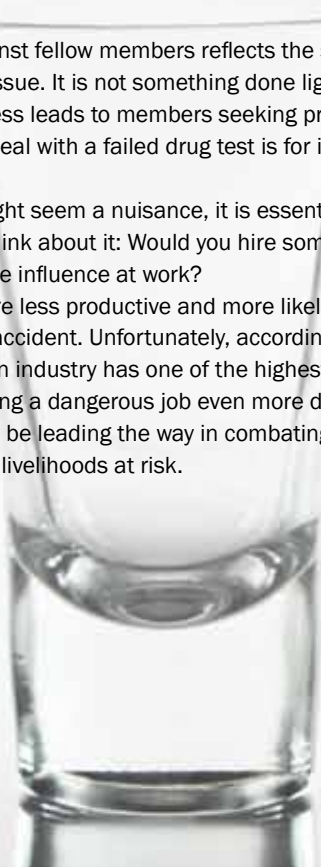
Bringing charges against fellow members reflects the seriousness with which the Brotherhood takes this issue. It is not something done lightly or with malice. In fact, in many cases, the process leads to members seeking professional help.

Still, the best way to deal with a failed drug test is for it never to occur in the first place.

While drug testing might seem a nuisance, it is essential to ensure a safe and productive workplace. Think about it: Would you hire someone if you knew he or she was going to be under the influence at work?

Substance abusers are less productive and more likely to be late, absent, or involved in a workplace accident. Unfortunately, according to the U.S. Department of Labor, the construction industry has one of the highest rates of workplace drug and alcohol abuse, making a dangerous job even more dangerous.

Our members need to be leading the way in combating this problem. After all, it puts their lives and their livelihoods at risk.



Regional Director Reports

Western Region Report

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

By Rick Halford, Director



ANOTHER BUSY SPRING SEASON has now wrapped up and we are now working toward a busy summer. Your business representatives are continually working on future projects as far ahead as 2014. The Western region of the SSMRC is seeing ongoing work in the petro-chemical industries, hydro power generation and all other areas of the millwright spectrum.

The work is there for us for the taking, but we must have all our credentials to work these jobs. Contractors and owners continue to be strict on hiring only people with all certifications met. This could include having your TWIC card and Millwright Qualification.

The biggest reason for us securing these jobs is contractor satisfaction, which can be attributed to the member who is out on the job every day. Contractors are reporting that absenteeism is getting better and tardiness has improved by a significant amount. Our apprentices are performing well above average. The performance of our apprentices is a reflection on our exceptional training centers. Our professionalism is really showing through.

Our training centers and the classes we offer isn't the only reason our apprentices are succeeding and making a name for themselves. The mentoring that their fellow journeymen give them says a lot when it comes to performance on the job. The most notable men in history all have someone that they can attribute a part of their success to. Did you know that the famous conqueror King Alexander the Great was mentored by The Greek philosopher Aristotle, who was there to guide this King into greatness? Aristotle was a student of Plato, who in turn was taught by Socrates. Workplace mentoring occurs when employees team up to form a learning partnership. Workplace mentoring can be formal or informal. A formal mentoring relationship occurs when the mentor and the apprentice are assigned to each other for a certain period of time. An informal mentoring relationship occurs when one employee takes another employee "under his wing". This kind of relationship is what has become an importance to our trade.

At its most basic level, mentoring gives the new member the knowledge that there is someone out there who cares about them. Older members can give much direction to a new member. There are many things that are now everyday routine to a seasoned journeyman that can be overwhelming to someone with a lack of experience. Mentors can give advice and help set a new member on the track to set career goals and how to realize them. There is a system of knowing who to contact, what to ask

for, and how to make themselves known to get jobs and locate job possibilities. There should be someone there to lend help to those seeking these things.

As an apprentice, you should be aware of your surroundings. Stay focused and alert so you know what you are supposed to be doing and how you should be doing these things. You should always watch your mentors and others around you so that you can learn the ways of the company. Also, always keep a positive attitude. If you have a positive attitude, people will respond to you. Take the time to get to know people, share your experiences

with others, listen to others, and ask questions if you do not understand something. Finally, do the best you can and show initiative. If a task needs to be completed, complete it. Learn the skills. Learn the trade. Then pass it on to the next member coming up through the ranks.

If you know of young men and women and/or ex-military that shows an interest in joining the UBC, now would be the time to contact the local in their area. As seasoned journeymen know, the apprentice is what keeps the trade going.

Now that summer is approaching, watch out for you and your fellow members for heat stroke and heat exhaustion. Here are a few tips to keep in mind when working in the heat:

- Drink plenty of water
- Avoid drinks with alcohol and caffeine
- Wear loose, lightweight, light-colored clothing
- Use sunscreen (SPF15 or higher)
- Eat small meals of carbohydrates, salads and fruit, and eat more often. Avoid foods that are high in protein, because they increase metabolic heat.
- Get adequate rest

Have a safe and productive summer!

“The biggest reason for us securing these jobs is contractor satisfaction, which can be attributed to the member, who is out on the job every day.”

–SSMRC Western Regional Director
Rick Halford

Eastern Region Report

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

By Steve Cothron, Director



COMPETING IN THE 21ST CENTURY.

When we hear the term “competing,” all kinds of meanings, suggestions, thoughts, impressions and so forth go through one’s mind. We hear it virtually every day on the news pertaining to the local, state, federal and world economies. We hear it in manufacturing, agriculture, tourism, transportation and just about every facet of commerce.

In our specific industry we are constantly encouraged to “compete” for our market share. Our market share is what controls our ability to have a job, provide for our families and earn fair wages and benefits. It means we have to compete against other providers of millwright services to be employed. We have to compete collectively as a group in order for us to be successful in obtaining work through our contractors. We have always been keenly aware that our contractors pay more in wages for our services than their non-union counterparts. We are also very aware, for decades, of the cost of our fringe benefit packages, which most non-union contractors do not provide or provide only a token amount. There are many factors involved in the cost of a millwright and we always have to give our best to make up the differences and be recognized as the best value to our contractors and owners.

When we consider all the ways we can bring the best value to the users of our services - training, great attitudes, competitive rates, flexible schedules, portability and anything else cost driven - **safety is the most important factor on every job today.** It is



easily understood that we all want to go to work every day healthy and come home healthy. What is not so well understood is how important it is that we have absolutely no safety incidents of any type occur on our jobsites every single day. Any and all incidents involving safety on a project has huge implications on our contractors and owners. We, for sure, don't ever want anyone hurt on a job but when our members are observed performing tasks without the proper safety equipment or not following proper safety rules, it has serious ramifications. The observance of proper safety procedures is paramount in today's workplace.

Work in the Eastern District of our Council has really been busy this year as it was last year. It looks like work will continue to improve in the foreseeable future. In Tennessee, our union continues to gain man-hours in the automotive field, nuclear power, hydro power, light manufacturing and other fields. Georgia

and the Carolinas continue to increase work with projects at the Savannah River site, nuclear plants, new tire plants, airports, breweries and paper mills. The two new nuclear reactors for Plant Vogtle were recently awarded licenses to be built and that project should bring years of work. In Florida we continue to gain more jobs in the paper mills, merchant power plants, airports, chemical plants, fossil and nuclear plants and airports. Overall, work in the Eastern District of our Council appears to be steadily building for the future.

The recent news regarding the enormous reserves of natural gas discovered in the United States has created a lot of talk of a huge number of new gas-fired power plants to be built in the near future. These plants, which typically use gas turbines in various configurations to produce electricity, are normally less expensive to build than other types of power plants. The interesting part for our trade is they require more maintenance to maintain. Various publications are speculating that possibly huge numbers of coal and other type plants could be replaced with the gas-fired plants. That can mean years of work maintaining this new fleet of plants.

With all the potential for work in the future, we must focus on the main topic of this article which is “Competing in the 21st Century.” For us to compete, we must make sure that we make every effort to have our jobs performed safely. The main lines of importance I hear from our contractors are: **Safety First, Quality Second and Performance Third.**

With the opportunities we have, it is imperative that we all try to increase our efforts in remembering safety first, for the benefits of all parties involved. This is our membership, our contractors, and our owners.

Please, let's all work safe.

P.S. Members of Local 1000, please note that your Local Union office now has the capability of accepting a credit card for dues and merchandise. Please call the office for details.

“For us to compete, we must make sure that we make every effort to have our jobs performed safely.”

–SSMRC Eastern Regional Director
Steve Cothron

Local 216
By Donnie Newtown, Business Representative



BROTHERS AND SISTERS: I hope you are all doing well. It was a very busy spring and a challenge manning jobs with so many of our members working at Grand Gulf.

Looking down the road, I see the necessity for more of our members to get Millwright Qualification cards and Transportation Workers Identification Credentials (TWIC) cards. You can look on our website, www.southernstatesmillwrights.org, or call your local training center for scheduling of test for qualification cards. You can make an appointment online for TWIC cards at http://www.tsa.gov/what_we_do/layers/twic/twic_faqs.shtm#twic_process, or by calling 1-866-347-8942. The TWIC card is an out-of-pocket expense, but can be made up quickly with employment at sites that require them.

We should all take advantage of the vast amount of training available to us to help keep increasing our market potential. Your hard work is already creating more work opportunities with contractors like C.R. Meyer; they are gaining work in the Georgia Pacific plants in Crossett, AR and Muskogee, OK. We have members working at the Green Country Entergy Plant in Jenks, OK with PGS and with Siemens in the Mooreland Power Plant. These are plants we have been able to return to from time to time because of your efforts. Miron continues to pursue more work in



Green Country Energy plant in Jenks, Oklahoma

our area at the Kimberly Clark plants in Conway and Maumelle, along with our local contractor CCC. Keep up the good work. It is paying off.

We have also been working on new work referral rules. The changes made should help us to send out the very best we

have to offer our contractors and customers. We will all benefit from addressing absenteeism on job sites and staying current on our dues. These changes are helping us put forth a workforce that is even more responsible and dependable.

The credit card machine in Ft. Smith makes it more convenient to pay dues when working away from home. If you haven't signed a 4% card and have it on file with us, you may contact the Ft. Smith office and get one mailed to you. With your help, we will do well on complying with the rules to get our reimbursement from the Regional Council so that we can continue to keep dues to a minimum. I hope all of our members will strive to make this work out for themselves and all of their brothers and sisters alike.

Remember, each time you go out on a job you represent the local, the Southern States Millwright Regional Council, and yourself as well. Let's maintain a good reputation.

Local 729
By Kevin Curley, Business Representative



2011 WAS AN OUTSTANDING YEAR FOR WORK for Millwright Local Union 729, with more than 500,000 man-hours worked. A special thanks to all members of the local

who worked in 2011, and for all of their hard work. It's because of them, and the finances and guidance that we received from the Southern States Millwright Regional Council, which laid the ground work for 2012 to be another outstanding year.

Work Overview: In the first quarter of 2012, Siemens worked outages at Nelson Power Plant in West Lake, at Nine Mile Power Plant in Westwego, LA and at Waterford I&II Power Plant in Killona. Fru Con started a new construction job at Folgers Coffee whole bean plant located in New Orleans, LA which should be worked through the fall of 2012. The second quarter of 2012 saw Flour Maintenance Services working the turbines at Big Cajun II Power Plant in New Roads, LA, along with their regular outage work. CF Industries, a fertilizer plant in Donaldsonville, LA, had their spring outage.

Different Payment Methods to Pay Your Dues: Millwright Local 729 now has a variety of different methods for you to pay your monthly dues. You can now make a payment by electronic transfer via bank draft, by automatic credit/debit card draft, and automatic withholding from your Holiday Fund. Other options for payment are listed below:

- Payment at local office by cash, check, money order, or credit/debit card
- Payment by U.S. Postal Service by check or money order
- Payment by phone with credit/debit card

Any member who signs authorization to make a payment by electronic transfer via bank draft, by automatic credit/debit card draft, automatic withholding from your Holiday Fund or pays 12 months dues will receive a free union t-shirt.

Most of the contractors in the SSMRC will require a millwright qualification card

Apprenticeship: Congratulations to Joseph Havard and Jeffeory Johnson, who recently graduated from the Central South Carpenters Regional Council Apprenticeship and Training Program. Presently, daytime training is available at the Training Center in New Orleans. In the very near future, we will have daytime training at the Training Center in Baton Rouge. You will be notified by the Central South Carpenter Regional Council Apprenticeship and Training Program when daytime training will start in Baton Rouge.

SSMRC Website: Please don't forget to fully utilize the SSMRC website, www.southernstatesmillwrights.org, for information on jobs, training and other important information about the council.



Millwright Qualification Card: For the last SSMRC newsletter, I wrote an article on the importance on all journeymen millwrights in Local 729 having a millwright qualification card to go to work, since there were very few millwrights that had acquired qualification cards. It won't be very long before most of the contractors in the SSMRC will require a millwright qualification card for you to go to work for them. Therefore, please make every effort to acquire one as soon as possible if you don't already have one. To check to see if you received a current qualification card and not an expired one, you can either call the local union office or the training center. To get a millwright qualification card please call either the training center in New Orleans or Baton Rouge and they will explain in detail what you need to do.

Local 1192
By Wayne Jennings, Business Representative



TO ALL BROTHERS AND SISTERS: I would like to thank all of you for your hard work through this past outage season. I would like to hit on a few of the high profile projects where our members were successful:

Grand Gulf Nuclear is the largest and most scrutinized, and millwrights there received great reports from all contractors involved with this outage. The Browns Ferry Nuclear Project kicked off well. We had four outages with Southern Company with great success. We closed out the construction phase of Toyota in Blue Springs, MS. While continuing to perform work at the

Toyota facility in Huntsville, we completed the project at Matsu Stamping Facility in Huntsville and picked up work at the Nissan Plant in Canton, MS. We also had a very busy schedule with Siemens and Atlantic Plant Maintenance on the fossil fuel side of power generation, and we put a crew of members at TVA'S Wheeler Dam. We continually support our contractors at Honda, Mercedes, US Steel and various other plants throughout Alabama, Mississippi and the pan handle of Florida.

With these jobs, our members came through in good shape with positive feedback from our contractors.

I would also like to thank you for your willingness to be mobile throughout your council's area and support our contractors where they needed it most. Remember, it takes a team to be successful. With the spring season coming to a close we can take comfort in knowing that we have upcoming projects at Honda, Mercedes, and both the Birmingham and Huntsville Airports. I'm positive the fall outage season is going to be as active as this spring was.

Besides work, I believe we should always talk about what you, the members, can do to put yourself in the best possible condition for employment. Everyone should have received the new Out of Work Rules voted on and approved by your delegates at the last Council Meeting. If you did not receive these, please call your local office to get a copy. Being aware of these rules and adhering to them should be a major priority for employment.

To be employable we must also strive to take advantage of our ongoing and unmatched training. We must be the best trained millwrights within our job market. Our leaders sell our contractors on this, and we must back our leaders with our commitment to be the best trained millwrights available. We must then go to work and perform at the most optimum performance level we can to ensure the success of all team members involved.

Contractor success is vital to your success.

I also would like to point out the commitment the SSMRC is making to its members. Some of those commitments are further training of your Business Agents in the fields that we are involved in as well as the additional staff members that have been put in place to help capture more of the market share in our industry. Everything the council does - from your EST, Dennis Donahou and Regional Directors Rick Halford and Steve Cothron, to your local Business Representatives - focuses on putting members to work and gaining market share. Our goal is 70% market share in our industry throughout all areas, but that doesn't mean we will stop there. We set a goal of 70% but we don't plan on letting our efforts drop when we reach that point.

Finally, remember to check out our website (www.southernstatesmillwrights.org). There is a tremendous amount of information on this website that is designed for the members.

All in all, it has been a successful spring. It is my pleasure to serve you, and again, thanks for the opportunity.



Matsu Stamping Facility equipment

Local 1263
By Mike Hamilton, Business Representative



DEAR BROTHERS AND SISTERS,
So far, 2012 looks like it will be an even better year for work than 2011. We currently have members working in Texas, Louisiana, Alabama, Tennessee, Mississippi and Florida and we believe that our new council is directly responsible for the increase in opportunities for the members of all the locals across the southern United States, and for that we are thankful.

In Georgia and the Carolinas this spring, we had nuclear outage work at Plant Hatch, Plant Vogtle, Plant Farley, H.B. Robinson Nuclear and Shearon Harris Nuclear. Additional millwrights have been employed at the Savannah River site due to signatory contractor Topps Field Services, a turbine maintenance company out of Huffman, TX that has several small jobs in Georgia and South Carolina. We hope that the construction of two new units at Plant Vogtle will need millwrights later this year. Bridgestone Tires is expanding two plants and building a third plant in South Carolina, but we yet to have a schedule for when millwright work will begin. There has been work bid at the Charlotte, NC Airport, but we have not yet heard if any of our contractors got the work.

One thing that is certain is the rapidly increasing demand for members to have Transportation Worker Identification Credential (TWIC) cards. You can learn how to get a TWIC card by either calling our office or going to our Council web site (www.southernstatesmillwrights.org) and reading the article on TWIC certification. On our Council website, there is a link you can click on to take you directly to the TWIC web site. You can easily pre-enroll on the TWIC web site. You must type in your personal information as required, create a user identification name (your email address), receive a PIN number, and then you can log in. Read the instructions and set up an appointment (date and time) at the closest TWIC enrollment center. After you have set up your appointment, get all of your information together and take it to the enrollment center. The enrollment center will then contact you when your card is ready. You can also get your TWIC card as a walk-in if you do not have access to the internet.

The length of time to get processed varies and the cost for a TWIC is approximately \$130. One of our Savannah and Brunswick, GA contractors has notified all the construction trades' local unions to encourage our members to get TWIC cards, so that the contractor can bid work in the ports and petro/chem industries, along with others. For those who are members of Local

One thing that is certain is the rapidly increasing demand for members to have Transportation Worker Identification Credential (TWIC) cards.

1263, please contact us and let us know if you already have a TWIC card and make sure to give us the expiration date. This will allow us to create a list of our members who currently have a TWIC card, so that if any work comes up on short notice that requires a TWIC card, we will know who meets the job site requirements.

In continuing our "Get to know your brothers and sisters" series, we would like to mention Carlos "Chico" Rodriguez, a member from the Dallas, Georgia area. His customized motorcycle won first place in class at The Rat's Hole Custom Bike Show in Daytona and also won first place in the People's



Choice in the metric division of the Easyriders Bike Show in Atlanta, GA. He did most of the work himself, including lowering, jockey shift, the bars, and others. He has started making custom bars under the name Chicoz Bars. Carlos was initiated into Local 1263 in September, 1995 and became a journeyman in 1999. We'd like to congratulate Carlos on his efforts and wish him continued success.

Finally, we would like to wish James Bilyeu a sincere "Welcome home and thank you for your service." James served a year in Afghanistan with the 877th Engineers Company. He returned to the United States in December 2011 and was able to return to employment with Alloy Industrial Contractors in March of this year. Alloy Industrial Contractors gladly put the proud union millwright back to work at the same seniority level he had already earned. James has been a member since 2000.



Local 1421
By David Bonds, Business Representative



WHEN THE SOUTHERN STATES MILLWRIGHT Regional Council was formed, a utilization and streamlined coordination of SSMRC millwrights within the council was established to cover manpower requirements during peak times. Along with this coordinated effort of traveling members throughout the council is the matter of reciprocating Health and Welfare (insurance) and pension money/hours to your "home" funds.

Locally, I am always reminding our members to send in a "Reciprocal Form" to the area "away" fund(s) when traveling to other jurisdictions. The Reciprocal Form is necessary for any fund administrator to transfer your hours/money to your "home" fund(s). Without this form, your funds will not be transferred (reciprocated).

Although it may sound complicated, it is actually simple. Once you are on a project, contact the area local union office or job steward and request the addresses of their fund administrator(s). You can also use the SSMRC website, where each local union has their fund information listed (Note: Some areas such as ours

As of the end of March, the body shop expansion building was completed and turned over to General Motors.

have separate administrators for Health & Welfare and pensions, and you will have to send one to each fund). Once you have this information, complete the Reciprocal Form and mail or fax it to the fund office(s) as soon as possible. By doing this you can maintain your insurance hours for coverage and your pension money in one fund. In addition, you should follow up with your fund(s) to insure your hours/money has been received, remembering sometimes it may take up to two months for this transfer. Reciprocal Forms should be available at your local union office. Take experienced advice from me. It is easier to do this during each project you work, then try and catch up later!

General Motors announces second expansion in Arlington, TX

In an article not long ago I wrote about the body shop expansion at the General Motors Assembly Plant in Arlington, TX. Recently, General Motors announced a second expansion of a 250,000-square-foot stamping plant to include three large presses, seven air houses, conveyors, and additional equipment to be tied into the body shop.

As of the end of March, the body shop expansion building was completed and turned over to General Motors. The first phase for the millwright work has been awarded and should be starting in late May to early June. The robotics and other equipment packages have not been awarded, but according to General

Motors, installation should start in September/October of this year. The first press bay is expected to be completed by January 2013 and the complete building by June 2013. The best news is the work has been signed under the National Maintenance Agreement, assuring it will all be done with UNION LABOR!

During the building of the new body and stamping plant, we will be upgrading and modifying the general assembly and the paint areas of the plant for the increased production once completed. This work will be performed during holiday weekends. This is GREAT NEWS for this area and the local membership.



In summary, work has been good since our last newsletter. We are currently finishing up a large, long-term Federal Express project; we have other ongoing work at Love Field and Dallas/ Ft. Worth airports, some turbine work, and various other projects. Although we have had some slow times, our millwrights have been more than willing to assist other locals with their manpower demands during those times.

BE INFORMED, BE ACTIVE, ATTEND YOUR LOCAL UNION MEETINGS!

Local 1554
By David Park, Business Representative



BROTHERS AND SISTERS, this spring has been busy in every sense. Millwrights across Tennessee had several major projects in the last year. General Motors in Springhill is adding a new engine line and reworking areas in assembly and body panels. Bridgestone in LaVergne and Warren County are expanding, adding new tire presses and tire building machines. Carlex is making changes to their glass manufacturing plant in the Middle Tennessee area. Nissan is adding a new paint shop, battery line and retooling for production of the Nissan LEAF. NKC Conveyor Installations employs just over 30 millwrights at the Nissan plant in Smyrna. NKC currently has several projects at this site and received an *Outstanding Contractor Safety award*. I want to extend thanks to all the millwrights at this site for a job well done. In 2011 millwrights worked approximately 300,000 man-hours in the automotive industry and the bulk of the work has just started in 2012 in some areas.



NKC Conveyor Installations employs just over 30 millwrights at the Nissan plant in Smyrna. NKC currently has several projects at this site and received an Outstanding Contractor Safety award.

In January we had a toolbox raffle for members who paid dues through the end of the year. This raffle was well received and the winners are: Charles Boruff Sr. (Oak Ridge), Eric Measel (Nashville), William Williams (Chattanooga), Charlie Barlow (Nashville), Norman Morgan (Chattanooga), Athel Blankenship (Nashville), Sonny Helton (Memphis), Robert Cherry (Nashville), Henry Pierce (Nashville) - who donated his to an apprentice - and Darrel Milam (Nashville). Next year, hopefully we can increase to 20 boxes. Thanks and congratulations to each of you.

Congratulations to the following millwrights for achieving 40-plus years of service: Charles E. Byrd (49), Albert F. Warren (47), William Chastain (46), Claude Garland (46), Philip Lampley (45), Bobby J. Moses (45), Paul Slayton Jr. (45), Leroy Hubbard (45), Chas H. Valentine (44), Albert Lough (43), Jim Westbrook (43), George T. Foshee (42), Henry Pierce (42) James R. Rogers (42), Richard Hanson (42), Ronnie Charlton (41), Ronald Jacobs (41), Larry W. White (41), William Beavers (41), Jimmie Debity (40), and F.D.Terwilliger (40).

Local 1554
By Tim Brown, Business Representative



ON FRIDAY APRIL 5TH, 2012 TVA released the findings of a seven-month construction review at the TVA - **Watts Bar Nuclear Plant Unit 2**, detailing cost and time estimates. TVA's senior vice president for Nuclear Construction, said, "The emerging estimate to complete Watts Bar Unit 2 will require additional funding of \$1.5 billion to \$2.0 billion, putting the total estimated cost of completion in the range of \$4.0 billion to \$4.5 billion. The estimated time to complete is between September and December of 2015".

Since the construction review started last October, corrective actions taken will address root cause findings and help deliver on the cost and time estimates. The construction shows that management was misaligned and planning was poor. After changes were implemented by TVA, new management is now in place. The project now has a high confidence cost estimate and milestone schedule in place, and TVA has added allowances for addressing Fukushima impacts. When Watts Bar Unit 2 comes online, it will produce more than 1,100 megawatts of energy.

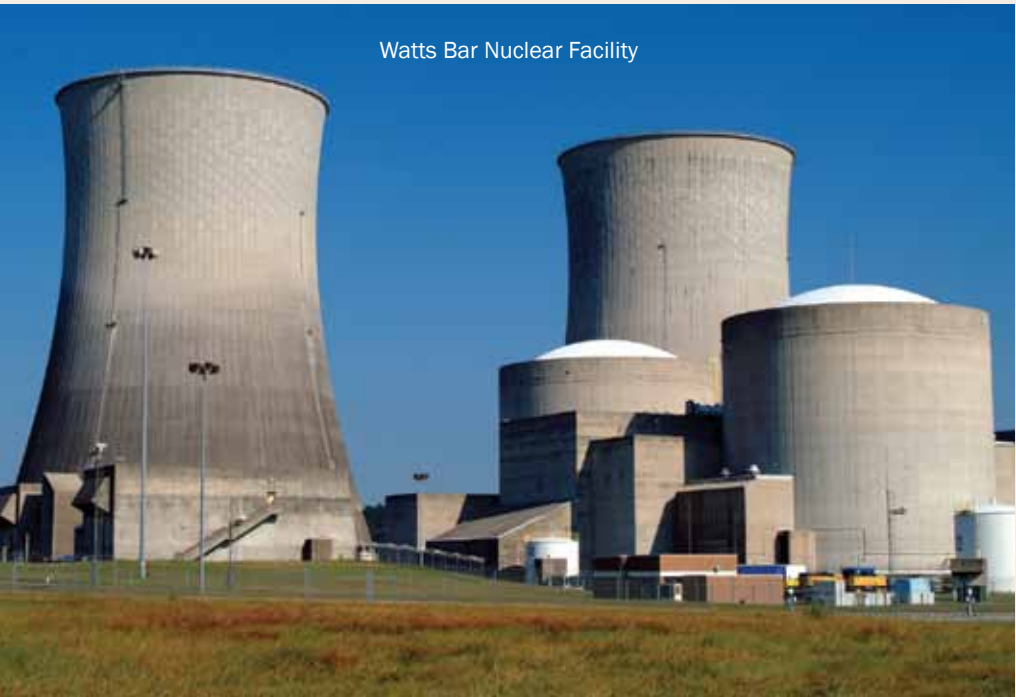
There is a measure of trust that the new team has earned. However, TVA will follow the "trust but verify" approach going forward at Watts Bar Unit 2. This means that TVA will verify the decisions being made, the money being spent, and will verify that the flow of information is accurate in an effort to ensure transparency.

In addition to Watts Bar Unit 1, TVA operates three nuclear units at Browns Ferry Nuclear Plant near Florence, AL and two units at Sequoyah Nuclear Plant near Chattanooga, TN. The nuclear units generate about a third of TVA's total power supply for the Tennessee Valley region.

TVA's vision for the future is to add a cleaner and more balanced mix of energy sources, including more nuclear energy, renewables, natural gas and energy efficiency, in addition to the traditional coal and hydro power.

Completing Unit 2 at Watts Bar has been a big boost for our council and its members. Hopefully the partnering contractors will be able to hire more millwrights in the near future to help further the construction efforts.

We are still looking forward to TVA finishing the Bellefonte Nuclear Plant in Hollywood, AL, near Scottsboro. There are two units there that were mothballed several years ago and that plant will require a total refurbishment when the NRC allows TVA to start the refurbishment process.



Watts Bar Nuclear Facility

Information Sharing

Visit www.southernstatesmillwrights.org for info about jobs, training, news and more.
Stay informed!



“We capture work in nonunion areas because we provide skilled manpower when needed. The members have to keep their end of the bargain and be ready when called.”

– UBC General Vice President Doug Banes

Local 2232

By James Rowland, Business Representative



THIS ISSUE OF THE MILLWRIGHT is all about big projects. When I ask myself “What is a big project,” What answer to I have? Is it a project where there are 200 millwrights such as Motiva or some of the nuclear plant outages? Is it a project that is high profile and could net our membership more work in the future? I believe it’s a combination of these things that

has allowed Houston to expand our market share over the last decade and has led to an exponential increase of man-hours.

Let’s talk about high profile projects. Every time a member walks out onto the jobsite they are representing their local, their council, and the UBC. We pride ourselves on our training and quality craftsmanship.

When our contractors have a special project or a hot job that has to be done and they need the right crew or training for the job, the SSMRC, the JATC’s, and the locals will all pull together to make it happen. When SSMRC millwrights show those customers the kind of quality and craftsmen the



SSMRC can provide, then our members get more work.

One of the many benefits of the SSMRC is the ability for our business representatives and regional directors to communicate with one another. They can put massive amounts of manpower to wherever it is needed in the Southern District. In late February and early March, Houston was inundated with manpower callouts

When our contractors have a special project or a hot job that has to be done and they need the right crew or training for the job, the SSMRC, the JATC’s, and the locals will all pull together to make it happen.

and we first put out the call within the SSMRC and then nationally. We were able to bring in more than 100 millwrights from other areas and keep our projects rolling. When we show customers that we have the mobility of manpower to cover their needs, we instill a confidence that in the future they can rely on us for their large turnarounds or new construction projects.

Local 2232 has an advantage with several of the sites along the ship channel. We have full-time maintenance crews in Exxon, Shell, Valero, Lyondell, Budweiser, British Petroleum (BP), Dow and NASA. Having our contractors already in place with a base crew gives them a large advantage when

it comes to landing the outage and project work. Local 2232 and our local JATC continually work to satisfy the contractor and customer needs for these sights to keep our membership available year round.

So my definition of a “big” job would be one that nets our membership the most man-hours. Period. In 2232’s case, having 30-50 people in a facility, year round, every year, for the last 15-to-20 years would equal quite a bit of man-hours. Once again, having that base crew onsite also helps us land the project work adding to the man-hours for that site.

To the members of the SSMRC, I say keep doing a professional quality job and good things will continue to happen.

“The crews are doing well and the job is going well.”

– Atlantic Plant Maintenance
Site Superintendent,
Chris Jones

Local 2232

By Mike Hines, Business Representative



IN THE HOUSTON AREA we have had several large jobs this spring. Lyondell had a job in Channelview; Wood Group worked for British Petroleum-Amoco in Texas City; Universal Plant Services and Total Industrial Specialty Services worked for Exxon Mobil in Baytown; Universal Plant Services did a job for Gregory Power in Gregory; Atlantic

Plant Maintenance worked for STP in Bay City; Siemens worked in the Invista plant in Victoria and they worked with Power-Tec and Motiva in Port Author, as well as Total Industrial Specialty Services and Universal Plant Services.

Every one of these projects had a minimum of 30 millwrights on the job with some of them using as many as 200, with the majority being SSMRC members on these projects. There are several reasons we have these major projects in the Houston area, and these will help us continue to grow market share, which leads to more jobs for our members:

1. Of the many things we have to offer, our superior training, is the biggest tool the contractor uses to get them into the door to these sites. The UBC spends more than \$200 million each year on training. This documented training that



our members receive at our training facilities such as OSHA 10, OSHA 30, Rigging, Welding, Alignment, along with seal, pump, and turbine training is what give us and

the contractors the advantage over the competition. A good example to show is our project with Motiva. When the project started, they were not impressed with the open shop millwrights’ skill level who installed the equipment in their expansion. Therefore, council and contractor teamed up and presented a training program to meet their needs. With this joint effort, both the council and contractors agreed that everyone going to Motiva would receive refresher seal training.

2. The SSMRC can easily adapt to the new demands of owners. In the Houston area, the owners set basic qualifications for any contractor entering their facility, such as: TWIC cards, DISA program, Hair follicle testing, Basic Plus, criminal

background check, and minimum skill levels of workforce. The council, while working with contractors, has addressed these issues through negotiations by covering the cost of TWIC Cards, drug test programs, Basic Plus, and by putting incentives in the contract for raises if we meet percentage levels for the journeymen of local 2232.

3. Safety isn’t just a goal for our contractors, but a necessity. In the pretro-chem field it will make you or break you, because a contractor’s recordable injury rate must be below a 2 on the

Our record of showing up on time, never quitting early, ability to work with our fellow tradesmen, and putting forth the effort to work hard with skill and know-how is stellar and unmatched by any other in the business.

Personal Injury Rate (PIR) or a contractor is not even allowed to bid on a project. Realistically the recordable injury rate must be below a 1 to actually get the work. Union millwrights are #1 in the field of safety. Many of our training courses focus exclusively on safety and nothing else.

There are many other things to be listed, but none of these can be

accomplished without the good attitude that a union millwright brings to the jobsite. Our record of showing up on time, never quitting early, ability to work with our fellow tradesmen, and putting forth the effort to work hard with skill and know-how is stellar and unmatched by any other in the business.

With the teamwork we have with all parties involved, including members, contractors, and council, we will move forward, capitalizing on all owners that use us presently and going after more market share along the Gulf Coast with owners who use open shop for mechanical needs. Here is a list of some bigger projects that will be coming up this fall in Houston area: Exxon in Beaumont, STP in Bay City, Motiva in Port Author, Dow in LaPort, Exxon in Baytown, and Dow in Freeport. We can safely say the fall is looking good for our members.

“The union’s been great in finding the qualified millwrights that we need.”

– Universal Plant Services
Labor Coordinator
Shane Ferguson

Local 2411
By Paul French, Business Representative



2012 HAS TAKEN OFF HERE in North Florida and South Georgia. The outage season has been good with an increase in the amount of papermill outages, which our contractors have been awarded. C R Meyer has a project at ITT Rayonier in Fernandina that has been slow getting started because of a delay in the delivery of the turbine they are installing. For us, this is really a blessing because it will stretch the project into the late part of summer, when turbine outages slow down.

As we continue to move forward, we continue to increase our membership. We are growing our membership and our skill level. Taking every journeyman upgrade class available. It is essential in making ourselves the very best millwrights we can be. It is not 'business as usual'. We have all heard it, "I have been doing this for 15 years. I don't need training. It's a waste of my time." My fellow millwrights, I have been doing this for 40 years and I have learned something in every class I have taken. Is it just a coincidence that the millwrights who continue train are the ones who seem to be working more? The ability to adapt to ever-changing industry standards has definitely put us in a great position to supply a qualified millwright with the right attitude to our contractors. Our contractors have the confidence to go after the technical work knowing that he will be supplied with a trained millwright. When our contractors complete their jobs on time and under budget, they bring value to their customer. As American speaker and author Jim Rohn said, "You don't get paid for the hour. You get paid for the value you bring to the hour." Our members bring value to our contractors.

Brothers and sisters, remember that this is an election year, and remember the importance of your right to vote. It is true that we all get tired of the onslaught of campaign ads that we get bombarded with and all the promises that will soon be broken, but we must exercise this right to vote and do our part. As our General President Doug McCarron stated, "In the United States, 2012 will see the most important election in decades. With so much at stake, including Davis-Bacon wage protections, members must go beyond voting and volunteer to assist the political operations at their council or local."

Is it just a coincidence that the millwrights who continue to train are the ones who seem to be working more?



I am asking you, when you vote, be sure to make an informed and knowledgeable decision that best benefits our union and what it stands for. We need to support candidates who support Davis-Bacon and will fight for wage protection. Let's get behind candidates who will get behind Labor and who remembers what it took to build this great nation. If you are not registered, get registered. If, for some reason, you are not able to vote you can still help our candidates. Get involved in the upcoming election. Let the candidates know that we are a force to be reckoned with. Let's keep standing strong and building for tomorrow.

SSMRC Welcomes
New Business Representative

The SSMRC has hired a new business representative to further the progress in the Mississippi and Alabama areas. **Jeff Smith** began employment on June 11, 2012 and will be working out of Mobile, AL. Smith is a 16-year member of Local 1192. He has worked as an industrial millwright for several contractors across the SSMRC, helping to organize, supervise, and lead many key projects. Jeff is known for his onsite efficiency and safety. Along with the skills and training the SSMRC has given him, Smith brings to the table classes in management, supervision, and construction studies from Wallace State College in Hanceville, AL and Bessemer State in Bessemer, AL. Smith resides in Warrior, AL with his wife and their two children.

"The crews are highly productive, with few non-recordable and zero recordable injuries. For logging 100,000 hours worked on the job so far, that's not too bad."

– Siemens Westinghouse
Generation Services
President Michael F.
McCormick

Grand Gulf Supplies Big Opportunities for Work
Continued from page 1

and piping, all valve removal, cleaning, installation, and all cooler removal, cleaning and installation. UBC carpenters are also on the job, handling scaffolding and a host of other tasks to support various trades on the project. "Our men and women have been servicing this plant for years, and their reputation for good work allowed us to secure this project, as well," said Rick Halford, western region director for the SSMRC. "By the end of the project, we will be well into the tens of thousands of hours worked on this project by SSMRC members."

Several UBC signatory contractors are on the Grand Gulf upgrade, including Atlantic Plant Maintenance (APM) and Siemens Westinghouse Generation Services.

Chris Jones, Site Superintendent for APM, said crews are focused on rebuilding two aging feed pumps that were never installed since the plant was commissioned in 1985. "We took them to our service shop and rebuilt them completely. The crews are doing well and the job is going well," he said.

Working at a nuclear power plant requires special clearance for safety and security reasons. SSMRC members all must have a variety of qualification cards to access the high-security jobsite. In addition to scaffolding and OSHA cards, millwrights had to complete National Academy for Nuclear Training e-Learning (NanTeL) training. NANTeL is a nationwide nuclear power plant training course that's required before workers can perform most jobs at a nuclear power plant.

Jones credits the SSMRC for not only coordinating the process of getting crews the necessary qualification cards needed to work at the site, but to make sure competent manpower was delivered. "Just because you have the qualification card doesn't mean you're a quality turbine hand, but this is a great core of professionals that we can take from station to station because of their training and experience," Jones said. "Most projects like this are not this big in scope, but our members did a nice job of making sure all of their qualification cards were current and their training was completed so that we could staff the job with well-trained manpower," said SSMRC Executive Secretary-Treasurer Dennis Donahou.

UBC Southern District Vice President Danny Maples added: "Being able to man the project was a big reason in getting this job. We made promises about the quality of our members, and the membership kept those promises by being able to work productively, safely, and with the skills to keep the job on time and on schedule."

Grand Gulf Nuclear
Generating Station
Mississippi

Being able to man the project was a big reason in getting this job. We made promises about the quality of our members, and the membership kept those promises by being able to work productively, safely, and with the skills to keep the job on time and on schedule.

Driving Human Performance

Siemens Westinghouse Generation Services President Michael F. McCormick is employing SSMRC millwrights to install new turbine components to modernize the steam path with better computer technology. Millwrights are also replacing the generator, so that the equipment can handle the 13 percent additional load that the expansion is expected to deliver to Grand Gulf's daily output.

"The crews are highly productive, with few non-recordable and zero recordable injuries," McCormick said. "For logging 100,000 hours worked on the job so far, that's not too bad."

McCormick believes the UBC's "Human Performance" - or HP - course is a big reason for the outstanding safety performance that SSMRC millwrights provide. HP teaches UBC members to recognize the potential for failures, injuries, and poor quality, primarily from management systems and personal actions. McCormick said Siemens initially developed a course that identifies techniques to recognize and eliminate human errors, which the Carpenters International Training Fund used as a foundation to create the Human Performance content.

HP teaches members to stop and question a procedure or work package if they feel the situation may be unsafe. "It's not about a millwright refusing to do the work," explains Siemens' Safety Manager

Stan Lawrence. "It's instead asking for clarification or guidance, or suggesting a better way to complete the task."

Lawrence adds: "At another project, we had 14 recordable incidents in 12 months, but after we implemented HP training, we went 13 months without a reportable accident. Same job, same people, but now working safer as a result of HP training."

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



WELDING HAS AN ANCIENT HISTORY, which was developed during several periods throughout modern times. The Industrial Revolution in late 1800 and World Wars I and II were key times in the development of welding standards and safety practices that are still used today.

Welding is used in many forms of manufacturing, from automotive to food production. In everyday society, welding plays an essential part in the development of goods and services. In the construction industry, welding techniques, procedures, and customer demands for increased productivity have changed and developed over the years.

There is an ever-growing need for certified welders in our Union. The United Brotherhood of Carpenters and Joiners, millwrights from the SSMRC, and the Southeastern Carpenters Training Trust (SECTT) are making a valiant effort to teach our members to weld. All UBC members must become familiar with the changing procedures and supporting technology to meet the job requirements.

The UBC has introduced materials, equipment, tools and procedures needed by members on the job. Increasing the skills of our members and enabling them to do their very best work on the job remains our top priority.

The UBC considers skills, training, and productivity to be the keys to success for our members, our contractors, and our union. Welders should be familiar with oxyfuel cutting, plasma arc cutting, carbon arc gouging as well as shielded metal arch welding (SMAW), gas metal arc welding (GMAW), flux cored arc welding, and gas tungsten arc welding (GTAW). Organizations such as ASTM, ASW and ASME have been created to improve welding standards and safety.

The UBC has purchased welders and air filter systems for many local unions to enable our members to develop their welding skills. SECTT provides welding classes on a daily or weekly 40-hour advanced welding class schedule. Members are urged to contact their local training centers to schedule training. SECTT has three certified CWI instructors who teach welding as well as certify

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Welding booths in Augusta

welders after training. Tim Story, Roy Evans and Shon Douglas are our certified welding instructors.

At the SECTT Training Center in Augusta, Georgia, Shon Douglas is currently teaching and certifying welders for the Plant Vogtle Units 3&4 job. Welders must be able to complete the following procedure list:

1. 3rd Party test 1/2" plate 22.5 degree E7018 with backing 3G&4G
2. Shaw's Company test 1" plate 22.5 degree E7018 with backing 3G&4G
3. Root opening 3/8" + or - 1/8" (1/4" to 1/2")
4. Reinforcement (cap) must be past flush and no more than 1/8" high
5. Must use both 1/8" & 3/32" electrode 7018.
6. Undercut must be at a minimum 1/32"
7. Can weave root or run 2 stringers
8. 6 hour weld time (does not include plate prep or breaks)

State of the art training involves the transfer of skills and knowledge from experienced and highly skilled instructors to those members just beginning their careers or those wishing to increase their skill levels. Welding classes provide a solid foundation to build or strengthen your future in the construction welding industry. SECTT wishes to encourage any member wanting to weld to contact their local instructor.

Louisiana
By Ray Calamari, Training Director



LOCAL 729 APPRENTICESHIP TRAINING is offered at both the Baton Rouge and New Orleans Training Centers. The New Orleans apprenticeship is a daytime training program, allowing apprentices to attend 40 hours over one week every three months. Baton Rouge apprenticeship classes are currently held at night once a week for three and a half hours. Both programs are working on apprenticeship core skills, which include pump repair, steam turbines, conveyor, metal fabrication and welding, machine installation, and alignment. Both training centers have ANSI & API pumps, both single- and multi-stage, along with half-megawatt steam turbines, and full welding shops.

Entergy donated two small Nash compressors and two small Worthington pumps to the millwright training program. Donations like these are much needed, and we thank Entergy for their generosity. The plan for the two compressors is to build skids to mount them on. This type of project involves all basic core skills including mathematics, layout, metal fabrication, welding and alignment. Building training props like these are the core of training and are necessary for sustaining long-term programs.

Work has been steady for most of the journeymen and apprentices with a variety of contractors. There has been an abundance of work available for our millwrights, which has resulted in smaller class sizes for journeyman upgrade classes.

As spring outages wind down, the Millwright Training Centers are preparing for summer training sessions. Both locations will offer all journeyman upgrade workshops. Journeyman workshops include the United Brotherhood of Carpenters' (UBC) latest workshop, "Human Performance", which is an 8-hour class. In addition, 16-hour Millwright Safety workshop will also be offered. Siemens and APM have made both workshops mandatory



Donated training equipment for the Louisiana Training Center

for any apprentice to work on their jobsites. Journeymen are required by the contractor to have the Human Performance, 16-hour Millwright Safety, UBC Rigging, Bolting/HYTORC, and GE Gas Turbine Familiarization workshops to qualify for employment.

All of the above workshops are prerequisites for the GE Gas Turbine Qualification that is being held at the International Training Center in Las Vegas. Turbine Qualification is now mandatory for employment with Siemens and APM on some jobsites. Call your local training center to schedule these workshops and others that are needed to stay well trained and employable:

The New Orleans apprenticeship is a daytime training program, allowing apprentices to attend 40 hours over one week every three months.

- Human Performance
- 16-hour Millwright Safety
- UBC Rigging
- GE Gas Turbine Familiarization
- Bolting/HYTORC
- Machine Alignment
- Laser Alignment
- Pump Repair Technician Level 1
- Other classes available

Finally, congratulations to Ronald Dupuis, Jeremy Gates, Broderick Lancaster, David Lancaster, David Mendenhall, Joshua Pilant, and Vincent Libert III for being selected to participate in this year's Third Year Apprentice Program hosted by the Carpenters International Training Fund in Las Vegas, Nevada

"Training is the most important tool in your tool box."

- SSMRC EST Dennis Donahou

Arkansas & Oklahoma

By Edward Wright, Training Director



IT’S TIME ONCE AGAIN for the third-year apprenticeship program that is held at the International Training Center in Las Vegas, NV. We are in the process of organizing the details to make this year better than the last. The program is intended to give third-year apprentices a greater understanding of the Brotherhood and our industry. Our third-year apprentices will have discussions with one or more general officers and the District Vice-President and EST. They will participate in a comprehensive tour of the International Training Center. By the end of the week they will have a better understanding of the history and heritage of the UBC, our industries and our contractors, and most of all, taking care of our customers with productivity, skill and attitude. This will instill the qualities of a dedicated millwright with the abilities to mentor younger millwrights to carry on an excellent tradition.

- Our third-year millwright apprentices for this year are:
- Local 216:** Paul Fergusson, Dustin Bingham, Aaron Hall & Steven Mitchell
 - Local 729:** Ronald Dupuis, Jeremy Gates, Broderick Lancaster, David Mendenhall, Joshua Pilant & Vincent Libert
 - Local 1554:** John Kinas Jr., Joseph Sanders, & Kristopher Carpenter
 - Local 1192:** Joshua Robertson, Judson Fulford, Frank Montoya, Mark Fountain, & Daniel Goodwin
 - Local 1000:** Reginald Tucker, Brian Rhoades & Gustavo Hernandez
 - Local 1263:** David Baker, William Garner, David Baker Jr., Christopher Fossett, George Duncan, William Harris, Joshua Skipper, David Nichols, Jason Griffin, Tyler Hand, Kenneth Vilegas & Carla McClendon
 - Local 2232:** Mycord Carter, Anthony Collard, Joseph Desselle, John Gray, Cody Harmon, Anthony Jones, Ignacio Lerma, Nicholas New, Justin Smith & Robert Reeves III
 - Local 1421:** Zachry Richards & Nathan Liles

We congratulate each one of these hard-working millwrights on receiving this opportunity.

Due to the sticker guidelines, millwrights are being required to present a Millwright Qualification card before being assigned certain jobs. Nuclear power plants require this card. Millwrights traveling into other millwright local union jurisdictions may also be required to present this card. UBC millwrights can qualify for a Millwright Qualification card by:

1. Providing proof of completion of a UBC Millwright Apprenticeship

2. Providing documentation of 10,000 hours of millwright experience prior to January 1, 1996.
 3. Completion of Millwright Qualification Testing.
- The qualification testing consists of passing six (6) written exams and two (2) manipulative projects.
- The millwright qualification card has a four-year expiration period and must be renewed prior to the date printed on the card.
- Clarification on testing for rigging qualification**
- It is important to understand that an assessment-based

certification program is not a certification program. The primary focus of an assessment-based certification program is education/training, with assessments being used to confirm that participants have achieved the intended learning outcomes.

Consequently, UBC members who hold this certification may state they hold a Rigging & Signaler

Qualification certificate. They must not make claims or imply that the certificate is a professional certification, or make misleading or unauthorized statements about the purpose and scope of the certificate.

- Effective immediately**
- Candidates cannot observe other candidates taking the practical test.
 - Candidates must wait at least 30 days before they are eligible to retest.
- Effective March 1, 2012**
- All candidates must complete an Instructor Evaluation Form.
 - Qualification Course will be limited to 12 students per instructor
 - Refresher course will be limited to 16 students per instructor
- Written test is required for all refresher classes.
- New Sequence of Instruction (SOI) with last 2 hours for written test.
- Effective May 1, 2012**
- Qualification course changes from 32 to 40 hours.

“We made promises about the quality of our members, and the membership kept those promises.”

– UBC Southern District Vice President
Danny Maples

Mid-South Regional Council

By James Hulsey, Director



THE MID-SOUTH TRAINING DEPARTMENT has been busy over the last three months delivering Hydro cavitation welding repair procedures to our members. This training is in response to the upcoming TVA scheduled repairs within the very near future. We have had good member response in attending this welding procedure training, which

translates into qualified millwrights for our contractor needs. This training is offered in the Chattanooga and Knoxville Tennessee and Florence Alabama facilities since they are in the heart of the TVA watershed area. This upcoming work should provide substantial work hours for several of our members.

The Mid-South training department is proud to report that our staff delivered 3,378 class hours of millwright upgrade training in the 2011 calendar year. However, we remain disappointed at the class cancellation numbers due to lack of participation. We are currently taking proactive steps to reduce our number of class cancellations and we continue to urge members to take advantage of our class offerings to ensure their employability. More contractors and owners are requiring additional training as a requirement of employment.

In 2011 the Mid-South Training Fund trustees authorized \$200,000 for training equipment upgrades. To date, we have installed eight additional Clean-Air welding stations, purchased a platform crane for rigging training, purchased an additional Hytorc pump and wrench, purchased three new automatic band saws for coupon preparation, purchased a new Optiline Smart instrument, and purchased an additional industrial forklift. We also purchased miscellaneous hand tools and precision measurement equipment.



Mid-South boiler feed pump

The Mid-South training department is proud to report that our staff delivered 3,378 class hours of millwright upgrade training in the 2011 calendar year.

The entire Mid-South training department full-time staff is authorized to administer and proctor third party NANTEL and Powersafe training. This allows members to obtain the training in their local training center before they report to work. The demand for this training has been especially high for the past six months and is expected to continue.

In closing, I urge members again to take advantage of class offerings. However, it is very important to call the training center and register for upcoming classes. It is equally important to attend the classes you registered for. If you cannot attend a class you are registered for, please call the training center to cancel as soon as possible. Many classes are mandated by the International Training Fund or OSHA to require minimum and maximum class participants. If we receive no registrations or minimums are not met, the class will be cancelled 3-4 days before the scheduled class, and the training staff will be re-directed to other duties and/or other training centers.

Locals 2411 and 1000

By Gary Cothron, Training Director



AT THE FLORIDA MILLWRIGHTS TRAINING CENTER, we are looking forward to a busy summer training season. We have been busy preparing our training center to be ahead of the curve when it comes to millwright apprentice and journeyman training.

We have been updating our curriculum. Along with our normal International Training Fund classes, we are making preparations to meet the new Rigging Certification requirements to keep our millwrights ahead of the game. Rigging class is now a five-day course to better cover all the information provided in these classes. We are taking more time to cover the material than ever before and as a result, our millwrights will

We are planning to schedule more OSHA 30 classes this summer to meet the requirements of several of our customers and contractors.

have a more in-depth knowledge of Rigging. Because of this, they will not only receive their Rigging Certification but that certification will say much more than just passing the test.

We are planning to schedule more OSHA 30 classes this summer to meet the requirements of several of our customers and contractors. We also will be giving apprentices more options on class times. We are also proud to announce the completion of the foundation work for our Westinghouse steam turbine. This allows



Bearing work on steam turbine

apprentices to have more access to every aspect of the turbine. This will allow us to give more complete training on several elements of millwright craftsmanship, including rigging, crane operation, machine centerline, equipment layout, precision optics, machine elevation, and seal and bearing work.

Increasing training options, classes and curricula will give our millwrights more opportunity to increase their skills on the job by having more working knowledge. We are prepared and ready to go more in-depth in the classroom by giving the apprentice classes that are more available to suit the needs of the industry.

“One of the reasons the increase of work is happening is that we are acquiring more signatory contractors.”

–SSMRC EST Dennis Donahou

Texas

By Paul Jones, Training Director



IT IS WIDELY ACCEPTED for that the mechanical seal is the weakest link in rotating equipment. In the early 1990s, a reliability study involving power, chemical, pharmaceutical, and petroleum plants affirmed that fact. It revealed that 8 out of 10 times, when rotating equipment came out of service it was due

to mechanical seal failure.

It is stated in reliability circles that: “The part that failed is seldom the root cause of the failure. Until you correct the root cause, repeat failures will occur.” Many people do not realize that this is where the problem is.

Most of the time, when a mechanical seal fails the seal gets blamed. The immediate, less informed, reaction is to fix it. The equipment is cleaned, the mechanical seal is replaced, and the equipment is put back in service as fast as possible; speed or haste is the prime motivator. The plant may even charge the mechanical seal company and blame them for the failure. This eliminates any chance of finding the cause of the problem. Unaware to the obvious, due to lack of training, the direct or root cause is often overlooked or ignored.

Renowned physicist Albert Einstein once said, “Insanity is doing the same thing over and over again and expecting different results.” So, in the case of mechanical seal failures, if we do not find the cause there is a lost opportunity to learn from the failure and fix it so it doesn’t happen again. The unconscious practice of changing the seal to fix the problem happens every day. It is happening right now as you read this article. It happens because of a lack of training, lack of knowledge, or lack of care.

In the field, a mechanical seal failure is not a visible leak. Instead, it is a vapor called a fugitive emission, and is measured in parts per Million (ppm). A mechanical seal relies on several things for a long service life, including: Operating the equipment outside its design point, poor lubrication, improper bearing installation, and using old parts that are out of tolerance. Mishandling equipment during transport can also cause the seal to fail. In most cases, those who are responsible for rotating equipment operation and maintenance typically perform their tasks with total disregard for the equipment. Regardless of fault or reason, when the equipment fails, about 80% of the time the blame is put on the mechanical seal.

All of these points are taught and demonstrated in the 8-hour mechanical seal class that is offered through the Southern States Millwright Regional Council Training Centers. Training shows how delicate seals are, how many factors

exist to cause seal failures, and how seldom the mechanical seal itself fails. Members are given classroom instruction and practical hands-on training on how to replace mechanical seals.

However, the most important part of the training is not the installation procedures. The members are focused more so on how and where to look for potential causes of the failure, so if they are found in the field it can be brought to the attention of supervision. This way, value is added to the repair. We are doing something different. While the seal is out of the machine, basic checks can be quickly and easily performed in the field. By doing this, there is a higher probability the repair will bring the longer service life that our employers demand. If potential problems arise during the repair job, the time to notify supervision is while the machine is apart. This is a way we offer service to our contractors like they have never had before.

The course is mandatory training for those working on the Motiva Refinery in Port Arthur, Texas. This training, coupled with the other related training, and our vast experience base is the difference we bring to the table. Future contracts depend on our ability to perform. Therefore, it is vital that we exceed expectation. Our work that saves the employer time and money will be a good memory for them.

The part that failed is seldom the root cause of the failure. Until you correct the root cause, repeat failures will occur.



Seal install training

It is important to remember that the training we receive will get us results that our employers have come to expect. If we continue this trend of knowing more about our business and doing our job better than our competition, we can look forward to staying busy. This is the recipe that will assure us a brighter future.



65-Year Member: Life in the Union Is the Only Way to Go

It's said that once a person becomes a union member – it's in his blood. In Waco, Texas, a member who just received his 65-year member pin is living testimony to that fact.

Mr. B.C. Ashley, now 94, has spent a lifetime working as a member of the United Brotherhood of Carpenters, and most of the time his chosen craft was as a millwright. His mark can be found at the former Houston Light & Power (now NRG Energy, Inc.), at several plants where he was known to expertly help install new turbines, and as helping to start ADA Maintenance (now Atlantic Plant Maintenance – APM). He also started his own shop, Ashley Maintenance Service.

Mr. Ashley says he is proud of his time as a union man, and wouldn't have spent his career any other way. Mr. Ashley also thinks young people should take a look at being a union member as a viable profession, especially in today's economy.

"Whatever craft you are good at, get recognized for those talents and let the union help you," he said. "You won't get anywhere near as far on your own."

Texas' Motiva Project Puts Thousands of Man Hours into the SSMRC & UBC Books

Continued from page 1

The plant currently converts about 275,000 barrels of crude oil each day into gasoline, jet, tanker and diesel fuel, heating oil, propane, butane and other chemical products. It's also home to the largest single lubricant plant in the USA.

The CEP will hike daily production by 325,000 barrels, making it one of the largest refineries in the United States and among the 10 largest in the world. The expansion includes a new three-unit naphtha processing complex, a catalytic reformer, 725 pumps, 19 compressors, 514 heat exchangers and 54 new tanks. The CEP is equivalent to building the first new refinery in the USA in nearly 40 years.

Construction for the CEP began with site prep in 2006 and groundbreaking in 2007. Since then, SSMRC millwrights have had a steady presence there, joining about 400 contractors and 900 company employees at the plant. At times, SSMRC millwrights find themselves among 5,000 other construction workers employed because of the CEP. The expansion is projected to generate about 300 new full-time jobs upon completion.



"This is traditionally a plant that uses nonunion labor, but we were able to illustrate the skills of our millwrights and the level of training they possess to stay at peak performance for this job," said SSMRC Executive Secretary-Treasurer Dennis Donahou. "It opened a door and we took advantage of the opportunity."

In fact, exceptional union millwright skills helped keep the project on track. Open shop millwrights originally had the work, but project officials found that installations were not done properly. Based on relationships built by SSMRC representatives and the solid history of union millwright contractors when given the chance to work there, the UBC was given a shot to come in and restore productivity.

"We are commissioning all of the units that the open shops handled, verifying that the units were

installed properly and fixing issues that we find," said SSMRC Representative Mike Hines. "A majority of the equipment needed to be addressed for one reason or another."

Good commissioning led to more work. Union millwrights are now doing new unit construction as well as a host of other duties.

Bill Warren is president of Total Industrial Services Specialties (TISS), which is one of the contractors employing UBC millwrights at Motiva.

"It's been a good opportunity for labor and contractors alike to provide quality craftsmen for this industry," Warren said. "The Gulf Coast is traditional non-union territory, but the groundwork was already laid from doing past projects with Motiva."

Donahou also points to a commitment made by the UBC to hold mechanical seal refresher training as a key lure to capture the work. "We, along with our contractors, made a pledge to Motiva that we would seal train workers slated to work on this project and ensure that each millwright had the most up-to-date

This is traditionally a plant that uses nonunion labor, but we were able to illustrate the skills of our millwrights and the level of training they possess to stay at peak performance for this job,

training to be productive on mechanical seals."

Quickly, a 40-hour class for apprentices and an 8-hour refresher for journeymen was underway by Local 2232 of the SSMRC. And when a need for rotor alignment refresher training surfaced, the SSMRC responded with coursework again.

In addition to the commissioning, millwrights are getting dormant units

qualified for service, changing-out bearings, verifying alignments and monitoring final phlange bolting. The mushrooming scope of work has exhausted the SSMRC's pool. Hines says he gets calls everyday for more people - an opportunity he expects to continue until the project's scheduled end date of spring 2013. But thanks to the UBC's standardized training philosophy, union millwrights from around the country answered the nationwide callout for Motiva and are now on the job.

"The union's been great in finding the qualified millwrights that we need," said Shane Ferguson, labor coordinator for another union contractor busy at the site, Universal Plant Services.

Expansion to the 3,600-acre refinery, which sits about 90 miles east of Houston, is expected to reduce nitrogen oxide and volatile organic compound emissions via advanced technology in new system installations. For successful operations, those new system installations need to be completed flawlessly, and SSMRC millwrights are in the driver's seat to deliver.

Donahou said continued productive work from the SSMRC and traveling millwrights will pave the way to compete for maintenance work at the refinery. And, as the Keystone Pipeline's construction comes through Port Arthur, Donahou hopes to capture that work, as well.

Act Now to Get Your Credentials!

THE MOTIVA CRUDE EXPANSION PROJECT (CEP) is attracting millwrights from around the country to Port Arthur, Texas to capitalize on work opportunities. Individuals considering applying for work there are urged to take the steps now to prepare themselves.

Millwrights must have a current Transportation Worker Identification Credential (TWIC) in order to work at Motiva. The process to get a TWIC takes several weeks - crucial man hours that could be lost if millwrights wait until getting called to Port Arthur before starting the TWIC process.

Mike Hines, a business representative for the SSMRC, said their members started preparing four years ago to get credentials in order for the Motiva job.

"We have an 800-member working local (Local 2232), and most have the credential, but we are seeing that millwrights coming from other areas don't have it. They aren't applying until they're assigned, and it could take up 12 weeks to get the credential," Hines said.

The TWIC web site describes the program as an "identification credential for all personnel requiring unescorted access to secure areas of facilities and vessels" identified by the Maritime Transportation Security Act. Those required to have a TWIC include port facility employees, long shore workers, truck drivers, and construction workers.

Wikipedia explains that "to obtain a TWIC, an individual must provide biographic and biometric information such as fingerprints, sit for a digital photograph and successfully pass a security threat assessment conducted by TSA."

"Motiva would like everyone to have a TWIC card," said Shane Ferguson, labor coordinator for Universal Plant Services, a union contractor working the Motiva job. "If I put out a call for manpower, it could take up to two weeks (if SSMRC millwrights don't have a TWIC card)."

"Anyone who has an interest in working the petrochemical industry should get their TWIC card," said UBC Vice President Doug Banes. "We capture work in these nonunion areas because we are able to provide skilled manpower when needed. The members have to keep their end of the bargain and be ready when called, and that includes having this credential."

For more information, go to the TWIC Program web site at www.tsa.gov/twic or call 1-866-DHS-TWIC.



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Tell us your news...

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

Help us get you on the job...

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



This painting was donated to millwright Local 1000 from the mother of **Matt Kunzelman** (pictured along with **Steve Cothron**, Director Easter Region, on the left). Sarah Wilson, of Stockbridge, Michigan was inspired to paint this by her son's enthusiasm for his union and his trade. Matt, originally from Michigan as well, has been with Local 1000 for almost five years. We want to send a thank you to Ms. Wilson, and this painting is now proudly hanging in the office for Local 1000.