

Southern States Millwright
Regional Council

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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.

Do You Know What the Brotherhood Emblem
Stands For?

The official emblem of the United Brotherhood of Carpenters and Joiners of America was adopted at the Fourth General Convention in Cincinnati, Ohio, in August, 1884.



The Motto: "Labor Omnia Vincit," translated from Latin means "Labor conquers all things."

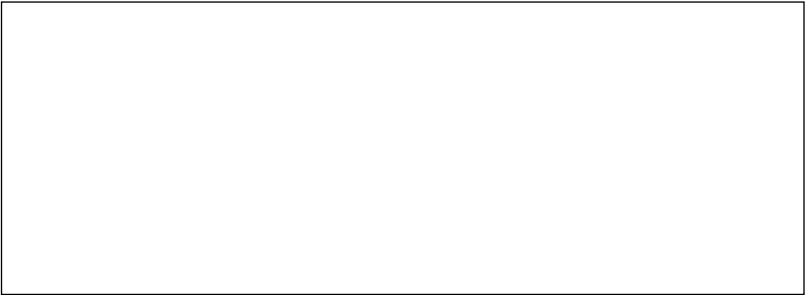
The Rule: signifying the desire of the organization to live by the Golden rule, to "do unto others as we would wish others to do unto us."

The Compass: indicating that we shall endeavor to surround our members with better conditions—socially, morally, and intellectually.

The Jack Plane: a tool that is emblematic of the trade.

The Colors: Pale blue color represents ideas as pure, clean and lofty as the skies; while the dark red color denotes that "labor is honorable," and that through honorable labor red blood flows through the veins of those who toil.

The Shield: indicating that those legally wearing the emblem are morally bound to safeguard and protect the interests of the organization and its members.



UBC General President and VP Join Arkansas
Governor in Positive Feedback for the SSMRC

Officers, staff, and delegates of Southern States Millwright Regional Council (SSMRC) spent a meeting-filled weekend recently to plan and then approve the business elements and next steps of the Council in terms of strategies to capture more market share, training, work rules and by-law changes, and marketing.

Delegates from all 11 states participated in the full council meeting, which also was attended by special guests UBC General President **Doug McCarron**, General Vice President **Doug Banes**, and Arkansas Governor **Mike Beebe**. All three guests spent time sharing their thoughts with the SSMRC representatives:

"I know millwrights have struggled as we've seen investment leave our shores, but I'm an optimist and a realist, and I believe that trend is reversing, and we will



Left to right: UBC General President **Doug McCarron**, UBC General Vice President **Doug Banes**, Arkansas Governor **Mike Beebe**, and SSMRC Executive Secretary-Treasurer **Dennis Donahou**

see opportunities for growth materialize," Gov. Beebe said. "I think all of you can expect, notwithstanding what we've gone through as a people and as a country - that it's starting to get better. Keep your chin up."

"Go to work, not just for your families and livelihood, but for the good of this country,

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SSMRC Logs
One Million
More Working
Hours Over Last
Year's Total

When millwrights are needed in any number of industrial facilities throughout the Southern United States, chances are those millwrights are members of the Southern States Millwright Regional Council.



UBC General President Doug McCarron formed the 11-state unique Council to even more effectively serve the expanding needs of southern-based companies, such as refineries, paper mills, nuclear plants, car plants and other manufacturers, who consistently leverage the expertise of UBC millwrights.

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**SSMRC Members
Help Defeat Attack on
Prevailing Wage Law!**

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District to Participate in New
Journeyman Leadership Program

Dear Member,

2012 was a great year for the members of the Southern States Millwright Regional Council (SSMRC), with progress across the board. We had growth in membership in every Local, man-hour growth in all areas, increased our market share and increased our contractor base.

WE HAD MORE THAN 6.5 MILLION man-hours worked within the jurisdiction of our Council. In fact, we had a 17.4% - or a full one million man-hour increase - over 2011. This does not even include the hours worked by our members outside of the Council. Membership growth was 2% and we had 207 contractors reporting work hours for 2012.

Man-hour growth is, to me, by far the most important component to the well-being of our members. The concept is simple: When man hours are up, our members are working more. That means a better living for us and our families. Also it means your Health and Welfare, Pension, Annuities and our training hours are also increasing.

Another good sign of gaining market share is that we are working maintenance now in several power-generating plants, which we haven't worked in years, and in some cases, never! Utilities are turning more and more of their work over to our signatory contractors. Man-hours in the automotive industry has increased significantly and hours worked in the paper industry more than tripled in 2012. We focused on a plan for increasing our man-hours in the petrochemical industry and the results are a production increase of more 25%.

In 2012 we opened a new office in Mobile, Alabama and hired additional staff to gain the market back in the Gulf Coast area. With a focus on renewed training efforts and recruiting of the best available manpower, we are making significant gains in this area. We signed new contractors and we are doing maintenance in several plants in this region.

Our new compressor training facility in Houston is training not only members of Local 2232, but members throughout the Council. Comments from members and contractors alike are very positive about the quality of this training.



Man-hour growth is, to me, by far the most important component to the well-being of our members.

Another very positive increase in our Council is the number of apprentices we have. There are now more than 1000 apprentices in this Council and they are taking advantage of our training and will enhance the reputation of this Council.

For 2013, we are rolling-out a complete new marketing program that will showcase all that this Council has to offer, through printed materials, video, social media and other web-based programs. We want the SSMRC to be the source for manpower needs in our industry. To make this happen we have to get our name in the spotlight of the construction world.

This Council's staff is determined to provide you with the best opportunities to enhance your careers with training and jobs. Your role is to take advantage of the available training, be productive, show up every day on time, and most importantly, have a good attitude.

When I meet with contractors and end users, they all talk about the importance of training and productivity, but the number one thing they request is a member with a good, positive attitude. Good attitudes are contagious and make a job more productive, safer and more enjoyable.

2013 will be a good year for the members of the SSMRC. The forecast for work is positive. Power generation will continue to be our number one source of man-hours, but the petrochemical, paper, and automotive industries are closing the gap. So remember, work safe, attend your Local union meetings and continue to upgrade your skills. Be proud of belonging to the best: The Southern States Millwright Regional Council.

Dennis Donahou

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

Houston's Newly Renovated Training Facility is Host to New Compressor Training

THE NEWLY RENOVATED HOUSTON MILLWRIGHT TRAINING FACILITY, now called the **Gulf Coast Millwright Training Center**, provides more than 16,000 square feet of shop area. Situated nicely in this new facility are two reciprocating compressors, which SSMRC millwrights are using to train for work in the petrochemical and other related energy fields.

"The idea for this type of training came about in May 2011, when we realized we needed separate training for compressors to capture more man hours," said George Wright, area training coordinator. "Dennis Donahou successfully presented the proposal to UBC officials, we renovated the school, got the tools and equipment in place, and had a class up and running by June 2012."

A reciprocating compressor or piston compressor, delivers gases at high pressure for industries such as oil refineries, chemical plants, gas pipelines, and natural gas processing units. The machinery is usually the most important and most expensive components of a plant.

With the attention on the energy field and the specialized skills that the SSMRC can provide, plans are underway to hire a full-time marketer and recruiter to focus on gaining new members to man the expected boom in manpower needs that is expected to follow news of the SSMRC's compressor training abilities.

"We need a person who understands this field to go to community colleges, vo-techs and employ other strategies to recruit new members," Donahou said.

About the Training

The 40-hour compressor training class is taught by Instructor Jim Upton, who helped create the course's curriculum. Training exposes members to every level of compressors, from very basic knowledge of compressors and how they work, the disassembly and problem diagnosis, to the re-assembly of the compressor to exact specifications.

"After completing this compressor training, our members will be more knowledgeable on the repair and maintenance of compressors,

which in turn makes them more marketable to our customers," Upton said.

To capture the increasing market demand for millwrights with compressor training and hands-on experience, the SSMRC stepped up and designed a course that revolves specifically around compressors and their function. "The compressor classes are going extremely well. The students are passing with top grades and they say that the class is interesting and informative," Upton said.

"Jim Upton's expertise in the field of compressor maintenance and his ability to build curriculum has gotten this new training course off to a great start," said EST Donahou. "With the help of Area Coordinator George Wright, our members can now receive quality training that will help capture a larger market share of the compressor maintenance industry."

Training is available to all SSMRC members.
Contact your local training center for more information.
See a time-lapsed video of the compressor rebuild here:



Regional Director Reports

Western Region Report

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



THE SOUTHERN STATES MILLWRIGHT REGIONAL COUNCIL (SSMRC) can look back on a very productive and continually improving 2012. We have had a record number of man-hours, new contractors came on board, and we were given the opportunity to work in facilities we have never worked in or it has been several years since we have worked there.

With the new contractors that have come on board, we now have nearly 250 contractors signed on with the SSMRC. And with this large number of contractors we now have signed, the availability of work gives rise to a huge increase in man-hours.

Southern Company is just one of the end users who have given more opportunities to the Alabama and Mississippi Local 1192. The contractors in Local 1192 are not only bidding more work, but they are making their presence felt in several different industries.

Work in the petrochemical industry is promising to open up this year. Louisiana Local 729 has had longer, steadier work through the last year and this looks to continue throughout 2013. Arkansas and Oklahoma stayed busy all thru 2012 as well. We moved right into 2013 with four outages across Local 216. We have men working on three gas-fired power plants in Hot Springs, AR and Jenks and Moreland, OK. We also have two coal-burning plants with outages in Muskogee, OK and Gentry, AR. General Motors has an outage in the Arlington area that kicked off before Christmas. This, along with upcoming work at the airports and other outage work, leads to steady work for Local 1421.

Members of Local 2232 in Houston stepped up to the plate in 2012 to meet the high demands for manpower. Outage season last year was great and led to a 30 percent increase in man-hours over 2011. More refinery outages and turbine outages are expected in 2013. Work will be available, and this makes it ever more important to get a TWIC card if you want to take advantage and work these outages.

This increase in signatory contractors and the amount of work available tells us that the end users like the direction the Council is moving and the membership is the biggest reason for that. Your professionalism is what makes these great numbers happen. It changes the way the contractors and end users look at organized labor. Safety, Quality, Productivity is the mantra.

According to a report by the International Energy Agency (IAE), the U.S. will become the world's biggest oil-producing country by 2017, surpassing Saudi Arabia. In its "World Energy Outlook," the Paris-based IEA also predicted that the U.S. will overtake Russia as the leading producer in natural gas in 2015. The low cost of natural gas is continuing to contribute to the job market, producing jobs as petrochemical plants grow, expand and convert their energy sources to natural gas.

The Construction Labor Market Analyzer® (CLMA®), in its 2012 mid-year 20/20 Foresight Report predicted a national shortage of about 2 million skilled workers by 2017. The report released in October 2012, provides detailed labor market information for Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina,

South Carolina, Tennessee, Texas and Virginia. These predictions show the increasing need for skilled workers, but predict there will be fewer workers than needed to fill the jobs in the upcoming years.

New worker recruitment is crucial to avoid a net shortage of skilled construction workers in the coming years. We have been recruiting out of the technical colleges, military and vocational schools to help cover this shortage in the upcoming years. If you have anyone interested in the Millwrights send them down to the local Union Hall.

There is also great opportunity for work in Canada too. I have been appointed as the contact person for the Canadian Oil Sands project for the SSMRC. There are simple requirements and information you need to know to get started, if interested. To learn more, contact me via e-mail (rhalford2012@gmail.com) or call the Council office at 479.967.0639. To be certified for working in Canada, there are qualifications and procedures that must be met:

- **You need a valid passport and FBI record check, which can take 5-6 weeks or more**
- **No record of any kind, including DWI and DUI**
- **You must be a journeyman**
- **You must be in good standing (no unpaid dues, fees, etc.)**
- **You must have passed the OSHA-10 or OSHA-30 safety course (either one)**
- **You must be willing to undergo drug testing**
- **You must have solid experience**
- **Additional qualifications are in demand but not required: turbine, rigging, etc.**

All registration and referral is online. Please DO NOT CALL Canadian UBC offices. This online registration system will use UBC databases to compile your basic information and training records and enable you to list your preferences for locations and types of work. Your Council will then verify your paperwork and qualifications before approving your name for the Canada Registration List.

Start the process now. Apply for your key documents now, and then read-up, so that when your passport and FBI check come, you'll be ready to register online if you want to.

Benefits & Reciprocity

Because Canadian law prohibits pension funds from leaving the country, a special arrangement allows the total of your Canadian health and pension benefits to flow back into your U.S. health and welfare fund. Your hours and benefits earnings count toward your home Council's health & welfare plan eligibility requirements. While in Canada, you are fully covered under the Canadian health care plan

You can also get other information at www.carpenters.org and click on the "Work in Canada" link for more information. If you are not a member, you will need to set up a username and password to get to the registration and referral. Call or e-mail and I will help with the process.

Eastern Region Report

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



WORK IN FLORIDA WAS GOOD in the past year, as we have had our usual strong gas turbine projects every outage season, but an especially strong year on nuclear outages.

The two FP&L nuclear plants at Florida's St. Lucie and Turkey Point, which both have two reactors, have provided tens of thousands of man hours for our membership and UBC millwrights from around the country. They have entailed major upgrades to the turbines and generators, which increases the output of the units. These projects are of generally long duration and requires more than 200 union millwrights to perform. This has been a real boost for UBC millwrights in the difficult economy we are experiencing.

Our spring outage season is looking to possibly be our biggest ever. Atlantic Plant Maintenance is poised to have an especially strong outage season throughout the eastern part of our Council. We have been continually increasing man hours with Siemens Generation Services on gas turbines and are expected to grow in the future. New Siemens units are scheduled to go online in 2013 and 2014 in Florida, and should increase opportunities for UBC millwrights.



Local 1000 members Don Robbins (left) and Andy Wells assemble a conveyor at Tampa International Airport



Siemens rigging in a turbine rotor at Turkey Point Nuclear Plant in South Florida

We are working toward more balance of plant work in the future as various owners re-examine their options to keep plants running efficiently and economically. Chemical plants in Central Florida offer opportunities for year-round work for those interested in participating.

We have airport projects in Miami and Fort Lauderdale which are just starting to ramp up and should put millwrights to work through the end of 2013 and beyond. We have a small project at Tampa International which should end in the first quarter of the year. We are hopeful of landing a project at Orlando International airport that could last for over one year, beginning in the second quarter of 2013.

We started an expansion on a cement plant near Brooksville in early January, which should last for about four months for about a dozen millwrights. We are also working with contractors pursuing leads in other industries, including light manufacturing and the food industries.

In closing, 2012 has been a really good year and we are expecting another good year for 2013 and beyond.



SSMRC millwrights rig part of the turbine shell on the Siemens 501G machine at the McIntosh Power Plant in Lakeland, Florida.

Local 216
By Donnie Newtown, Business Representative



BROTHERS AND SISTERS: I would like to thank all of the members who worked outages over the 2012 holidays. With your commitment, we will continue to gain market share in these facilities. Not only did we have a significant gain in man-hours over last year, but we also finished 2012 with an increase in membership as well.

The Nestle Nutrition and Little Rock National Airport will be finished soon, thanks to the members who worked hard to see that those jobs were completed to the customers' satisfaction. Both jobs contributed to that gain in man-hours we had for 2012. Also, two new contractors will continue to bid work in our jurisdiction and use our members.

The last outage at Arkansas Nuclear One went well on the turbine deck. Atlantic Plant Maintenance's Greg Gibbs, daytime supervisor for Atlantic Plant Maintenance, made the comment that it was a very professional crew. More than half of the millwrights on the job were Local 216 members. And, 75 percent of millwrights working that job were members of the Southern States Millwright Regional Council.

Mobility of manpower is one of the most important reasons the SSMRC was formed. As a Council, we must capitalize on these opportunities when given the chance and show what we can provide to the industry. If we can meet demands such as this, it will lead to more and more work for our membership. Even the jobs that are only scheduled to last one or two days are a great chance to show what we have to offer.

Every customer and contractor is looking for the qualities that we already possess, which sets us above our competition. If we display a professional image, they will notice. When trying to display that professional image, it is important that we show up on time every day, ready to be productive. It is we who have the right attitude and superior training. When we demonstrate these characteristics, our share of the market will continue to grow.

As the number of apprentices grows, it is more important than ever to attend classes when scheduled and take advantage of new classes being offered. Transportation Workers Identification Credential (TWIC) Cards and Millwright Qualification Cards are in higher demand now, more than ever. Do not limit your opportunities for work by not obtaining these two cards.

The promotion for paying local dues a year in advance went well. More members paid for 2013 than the previous year. This is great news for our Local and the Council has committed to continue the monetary rollback benefit to the locals for members who are current on their dues and their authorization card on file for 2013. Last year, we averaged losing a \$1,000 a month from the rollback program because of members not being paid current. We need to do better this year.

Also remember, members on the referral list must be current on their dues to go to work.

Please help remind your brothers and sisters that at the first of the month we need to be current on our dues, for it helps us all. Because of the effort of keeping our dues current, we were able to lower window dues another \$1 for 2013. That will be a savings of \$63 a year from 2011, when this program started. We will take a look at this from year to year to see what adjustments can be made.

Keep up the good work and continue to fight the good fight so that we carry on the tradition of making each year better than the last.

It is we who have the right attitude and superior training. When we demonstrate these characteristics, our share of the market will continue to grow.

Local 729
By Kevin Curley, Business Representative



BECAUSE OF YOUR HARD WORK, 2012 was another outstanding year for man-hours!

2012 started out strong, with approximately 156,000 man hours worked in Local 729 the first quarter of the year - a 40% increase of man hours for the first quarter of 2012, compared to the first quarter of 2011. Local 729 has had two consecutive years with more than 500,000 man hours worked. 2012 was a significant gain over 2011 and 2013 is already shaping up to be another good year.

What do we need to do to keep the work and to increase the man-hours in 2013? We have to continually work safely and be productive on each and every one of our jobs. If we do this, we will be the ones that continue to take over more and more of the market, year after year.

Work Summary

- Jacobs Technology started work, and Day & Zimmerman started an outage in January at the Michoud Facility in New Orleans East, LA.
- Atlantic Plant Maintenance (APM) started an outage in February at River Bend. Nuclear Power Plant in St. Francisville, LA
- Fluor Maintenance Services has an outage scheduled to start in April at Big Cajun II in New Roads, LA.
- APM and Day & Zimmerman will probably get some work at Nine Mile Power Plant located in Westwego, LA. A new unit is to be built at Nine Mile Power Plant and the millwright work should start sometime this year.
- As of 2013, Local 729 has work in the majority of the Entergy fossil fuel power plants and both of the Entergy Nuclear Power Plants located in Louisiana.

Work in Nuclear Power Plants in Louisiana

Working in plants where we haven't in several years is just one of the reasons that we have had such an increase in man hours. Until this year, Local 729 has not had any turbine work at either Waterford III Nuclear Power Plant in Killona, LA or River Bend Nuclear Power Plant in over 10 years.

I'm happy to report that Siemens completed turbine and generator work at Waterford III at a fall outage of 2012. We had over 50 millwrights working for Siemens at Waterford III. The job was completed on time and there were no serious problems with the work on the turbine or generator. "On time" and "without problems" are two of the traits union millwrights have that keep us getting job after job.

I'm also happy to report that APM is scheduled to work on turbine valves at River Bend for a Spring outage in 2013. APM will be working approximately 60 millwrights at River Bend. Stone & Webster will be employing approximately five millwrights and they will be working in the shop at River Bend at this same outage.

Roll-Back Money

The SSMRC gave Local 729 \$35,360 in roll-back money for 2012. This enabled Local 729 to almost triple the money in its general fund and to lower the monthly dues from \$40 to \$27.



Remember, the Local only collects roll-back money on the members whose dues are paid through the current month - at the beginning of each month - and have signed a dues authorization card. Local 729 could have received \$58,140 for 2012 if more members would pay their dues through the current month - at the beginning of each

month - and sign a dues authorization card. By doing so, the Local could afford to lower its monthly dues to at least \$26. If we receive that much money from the Council, even \$25 dues are possible.

Apprenticeship

Congratulations to Lloyd Norton, Shaun Day and Albert Evans who recently graduated from the Central South Carpenters Regional Council Training program. I would also like to congratulate Lloyd for coming in second place in the 2012 Southern District Apprenticeship Contest for millwrights. There was a good effort from every apprentice involved and Lloyd's victory was well deserved.

Sometime in the first quarter of 2013, the Baton Rouge Training Center will be going to daytime training. You will



be notified by the training program when the Baton Rouge Training Center makes this switch. A Joint Apprenticeship Committee will be formed in the first quarter of 2013. After this committee is implemented it will be mandatory that all of the apprentices attend school. For all of the apprentices

that have excessive absenteeism they will be asked to meet with the committee and the committee will enforce the policy set in the Apprenticeship Standard that is already in place for the training program.

Important Reminders

Please don't forget to update your skill code sheet whenever you complete additional training, and return the signed, updated skill code sheet to your Local office. Whenever you have a change of address or telephone number, please remember to notify the Local office of these changes.

Now that Local 729 has a considerable amount of work in both of the Entergy Nuclear Power Plants located in Louisiana, please remember that all journeymen need a millwright qualification card to work in these plants. If you want to work in any of these nuclear power plants and do not have a millwright qualification card please contact the training facility closest to you and they will assist you with getting your millwright qualification card. Please call the Local office if you need contact information on the training facility which is located closest to you.

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

"On time" and "without problems" are two of the traits union millwrights have that keep us getting job after job.

Local 1192

By Wayne Jennings, Business Representative



ONCE AGAIN I would like to thank all of you for committing to being professional, productive millwrights and helping our contractors succeed. Without them, we would not have the employment opportunities we have.

By being a well-trained, efficient workforce and having a professional and productive attitude, we are able to help our contractors achieve success. This allows our contractors to compete in today's ever-changing market and pursue more projects. This translates into more work for all members.

The success of the SSMRC is, and always will be, in the hands of its members. You hold in your hands the ability to create your own future by helping our contractors succeed, enabling them to succeed in the facilities they are currently working in, and pursuing opportunities in new markets. Once again, thanks for your commitment and dedication to the success and growth of your organization.

I would also like to talk about training. Training is our top priority. It equips the members with the skills necessary to compete in today's market. Each of you receive, via mail, a training schedule, and you can also view this schedule on the Council's website: www.southernstatesmillwrights.org. Please take the time to review the training schedule and contact your instructors to register for the classes you need.

And - Please remember to register for the classes! Communication is the key to a successful training program. The trainers are often pulled in several different directions at the same time, and it's critical to know which courses are receiving interest. If a course does not attract participants, the instructors will refocus their efforts elsewhere.

There have been several positive changes made in the way our training program funds some of the training needed by members. And beginning this year, trustees to the Mid-South Training Trust Fund voted to begin funding Powersafe Training and Basic Plus Training.

As many of you know, you must have Powersafe Training to work in a Southern Company or Entergy Facility. Contact your instructors and schedule a time and place to come in and take this training. If you come to the training facility, the training is free. You still have the option of taking it online at your own expense, if you so desire.

As for the Basic Plus training, there are a few requirements from each member who may be looking to capitalize on this opportunity. You must first successfully complete the Machinery Alignment and the Mechanical Seal classes; Then, you must acquire your TWIC Card. The Training Department will then register you for the Basic Plus Class. This class will have to be taken through the TVTC Safety Council. TVTC has locations in Memphis, Decatur, and Mobile.



I would also like to thank you, the members, for approving a TWIC Fund on the local level, and investing in their own future by approving this fund. Once you have completed your training and received your TWIC Card, you will be able to submit your receipt and a copy of your TWIC Card to be reimbursed for your TWIC Card expense. With this fund in place we should be able to help 150 members with this expense.

With this training and background check successfully completed you will increase the marketability of yourself for the petrochemical industry. This industry is targeted by the SSMRC as a critical area to focus our efforts, to acquire more work opportunities. The SSMRC is working diligently with several contractors to develop the training curriculum and get our members trained and ready for action.

With members investing in getting the training, we will build a pool of trained manpower for the contractor to pull from. The contractors have shown a huge desire to come into the Decatur Valley and Mobile areas to perform this work. Their only concern has been if we have the resources to man the work. We have dedicated ourselves and our resources to assemble a group of SSMRC members to accomplish the task of manning and successfully competing in this market. With your commitment and dedication I have full confidence that we can and will capitalize on this opportunity.

Again, thank you for all you do to contribute to our organization.

The success of the SSMRC is, and always will be, in the hands of its members.

Local 1192

By Jeffrey B. Smith, Business Representative



FELLOW MEMBERS of Southern States Millwright Regional Council;

I have newly been hired as the Business Representative of Local 1192 for the Gulf Coast regions, covering the panhandle of Florida, Alabama, Mississippi and parts of Louisiana.

Since my hire, great opportunities and visions have taken off like a whirlwind. With the direction of SSMRC Executive Secretary-Treasurer Dennis Donahou and Western Regional Director Rick Halford, we have opened up an office in Mobile, AL. Rick Halford, Business Representative Wayne Jennings and I have been working closely with contractors, building membership, and gaining more of the market share as well as increasing the man-hours in these areas for our members.

We recently embarked on a Southern Company Project in Kemper County, Mississippi (Plant Ratcliff) under the new Industrial Partnering Labor Agreement (IPLA) that was negotiated, reviewed and signed by UBC General Vice President Doug Banes, District Vice President Danny Maples and EST Donahou. The intent and purpose of the IPLA agreement is to gain more market share, restore and enhance the competitive position of union employers to bid, and win and execute projects efficiently with highly trained and skilled millwrights in these areas against the open shop. With their combined efforts, the IPLA contract and our superior training

program, we have gained more man hours and expanded working opportunities for members in other industrial facilities along the gulf coast.

The willingness of members to adapt to changing times and having the right attitudes for their customer's success, along with the use of the new IPLA agreement is broadening our horizons. Other industrial facilities as well as the petrochemical plants and larger open shop contractors are now looking into future endeavors with the union millwrights. We have currently replaced open-shop personnel with highly skilled and safety-oriented union millwrights working maintenance and new construction at Plant Daniels, Plant Watson and Chevron under the IPLA agreement which provides stable, long-term jobs here at home for local members.

With the dedication of our skilled trainers and our members' continuous training, we are able to supply our customers with the best qualified Millwrights available and ensure our customers' success. The specialized training and skills of an SSMRC millwright is what separates us from the open shop. With members having the right attitude and constantly updating their training along with the addition of new contractors, we will gain more market share, add more man hours, and continuously be successful here at Local 1192 in the Gulf Coast region.



Plant Ratcliff in Kemper County, MS

The specialized training and skills of an SSMRC millwright is what separates us from the open shop.



Local 1263
By Mike Hamilton, Business Representative



AS WE MOVE FURTHER INTO 2013, we look forward to the prospects of new work opportunities for our membership. The power industry is proceeding with its efforts to reduce its dependence on coal and change to other fuel sources. In January, the Georgia Power Company announced the closing of three of its coal-fired plants around the state

of Georgia and the shutdown of units in some of its other plants. Plant Branch, Plant McManus and Plant Kraft will be shut down over the next three years, along with several other units at other plants around the Georgia Power Company system. The company began installation of bag houses for units #3 and #4 at Plant Bowen in Cartersville, and studies are being conducted as to the feasibility of converting one unit at Plant Mitchell in the Albany area.

There is a greater demand for travel in our trade today than in the past. We encourage all of our members to make sure you keep your training certifications current so you can take advantage of work opportunities throughout our Council. Get your Transportation Workers Identification Credential (TWIC) card, take the turbine classes and get your Qualified Millwright card.

The nuclear outage season is underway, and we have members headed to the South Texas Project, River Bend Nuclear Plant in Louisiana, Plants Hatch and Vogtle in Georgia, Nuclear Plant McGuire in North Carolina and Turkey Point in Florida. New construction at Nuclear Plant Vogtle in Waynesboro, Georgia is still slowed when this article was written.

Logan Brown, one of our members employed at the Savannah River Site, near Aiken, SC, brought a project to attention in October concerning work in the Savannah River site. In August, 1263 millwrights were called upon to perform the unusual task of removal of the bolts in a contaminated storage tank in order to create unobstructed space for additional spent fuel storage racks.

The problem working with radioactive contaminated storage tanks, and having to make modifications in such an environment, is that no matter how you propose to perform any modifications, you must accomplish the task remotely, without coming in contact with the contamination. Specialized procedures must be developed using specialized equipment, which may not be commercially available at the time. To accomplish this, it is



Make sure you keep your training certifications current so you can take advantage of work opportunities.

necessary for everyone involved in solving this problem to work as a team. The team, members Logan Brown and Craig Usher, and Construction Engineers Mike Brott and Joe Carroll, worked together to come up with an innovative concept for a tool that could do the job.

“The team didn’t call in design engineers, consultants or specialized saw vendors,” said George Sewell, SRNS Construction Manager. “Instead, keeping safety as the top priority, they carefully examined all sides of the challenge and quickly and creatively solved the problem using their combined experience, knowledge, and on-hand resources.”

Fabrication took place in the Central Shops Fabrication Facilities and mock up, and testing activities were performed at the 717-F mock-up shop to create a one-of-a-kind, highly customized saw capable of removing the exposed portion of bolts located beneath radioactive-contaminated water as deep as 30 feet. At times, and in certain areas, this task was accomplished while working under difficult lighting conditions and little clearance from surrounding submerged objects. According to Sewell, the end result was a pneumatic (air driven) band saw suspended from a long, specially designed metal rod designed to ensure the blade would cut close to the surface of the basin floor.



The person in the photos is Craig Usher. He is one of the journeyman welder/mechanics who helped design and fabricate the tool that was used for the project. The fabrication included machining their own unique bearing housing, drive shaft, and modifying

the wheels of a portaband saw for this tool. Mike Brott, the construction design engineer, asked the team to draw something up around early August. They researched tools available and did not find anything that could fit the application. The parameters given were that the bolts had to be cut below a 1/4” from the imbed, the tool had to be powered by plant air, and no air leaks could happen. This tool had to be operated in a pool 30-feet deep and in a trough just 3-feet wide.

The job was performed on October 23 and all eight 3/4” stainless anchor bolts were cut in just two hours. “The ingenuity and work ethic of our employees continues to impress me,” said Sewell. “The project was a complete success.”

Local 1421
By David Bonds, Business Representative



GREETINGS BROTHERS AND SISTERS, The Southern States Millwright Regional Council (SSMRC) has had a huge increase in man-hours once again. 2012 marked yet another year of steady growth. Local 1421 had a moderate increase in hours over last year, and this year we have had much more security in the consistency of our hours output throughout the year to date. This consistency in man-hours has been mostly due to the continuing work at General Motors and several airport projects.

We are also really excited about the work at General Motors with Industrial Plant Services (IPS) in the newly established “mechatronics” field, which involves the use of robots. Although it is in what I would call the “trial and acceptance” stage, we are excited and hopeful that it will continue to contribute to our consistency in man-hours in the next year. I would like to thank the UBC International, the UBC International Training Fund, and Mark Reynolds at IPS, who saw opportunity, took action, and quickly put into place a plan



and training which placed the UBC Millwrights in a field we have never been before. I am also proud of the Local 1421 members who are willing to take the chance on something new and go full steam ahead in representing our Local Union and the SSMRC in the best way possible - by facing CHANGE. It is human nature to stay on the same course and procrastinate on moving away from the “normal” way of doing things. I thank you and keep up the good work.

In summary, we had a good 2012, and this year shows great promise locally and all across our great Council. I thank everyone, from the SSMRC Business Representatives to each and every member of the SSMRC, who over the past year have supported our manpower needs during those peak times. Without your sacrifice of being away from your families during these times, we would not have been able to cover our outage and shutdown manpower needs. That is greatly appreciated.

Finally, we have relocated Local Union office to our training center. We are excited to be relocating there so that every aspect of our Local in serving our Local members will be at one location. Please check on the SSMRC website (southernstatesmillwrights.org) for the address change.

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

Local 1554
By David Park, Business Representative



BROTHERS AND SISTERS; With around 900,000 man-hours, Local 1554 had an outstanding 2012. There were several sizeable projects that took place across the state. Some of these include General Motors, Nissan, and LPS Energy in Batesville, MS. All of these had a major amount of man-hours. With every member working as hard as we are, 2013 is looking to be just as productive.

In 2013 General Motors will have a few projects scheduled for the Spring Hill site. Oxy-Chem is building a plant in New Johnsonville, and Gallatin Steam Plant will be installing a scrubber. There seems to be work opportunity at several plants across the state. We certainly hope our fair contractors are successful in their bid process.

How can we help them win the work? As a workforce, we need to work safe, work with a positive attitude, and make sure we work a solid eight hours for our eight hours of pay. We must bring this to the jobsite every day. This is what makes us profitable as a member, as a Local, and as a Council.

The scribe dues incentive has gone really well, and our arrears have dropped to around six percent. This is still a little higher than some other Locals in the Southern District. With this program, along with the Tool Box program, hopefully we can get to around three percent. This helps in the cost of printing, postage and other office resources.

Congratulations to the following millwrights for achieving 35-to-40 years service: William M. West (40), Richard S. Hogan (40), Gary Ashley (39), Jerry A. Wright (39), David Vaughn (39), Harold Williams (39), James W. Robison (39), David Park (38), Ronnie Carter (38), Johnny Hudson (37), Jimmie Doughten (36), Larry Godfrey (36), Charles Thompson (35), Glenneth Beard (35), Bobby Hudson (35), Randall E. White (35), Darrell Collier (35), Marty Tutters (35), Walter Deems (35), and James Kirby (35).

Finally, I am requesting that everyone remembers our deceased members’ families in your prayers. In 2012, those members passing on were: Anthony George, James W. Badgerow, Charles E. Brown, Richard “Skeeter” Hessey, Charlie McCammon, Steven McCammon, Herman Pratt, Harold Price, James R. Rogers, Gary Seaborn, Thomas W. Smith, Charles D. Stanfield, Daniel B. Summers, Henry A. Wilkerson, and J.R. Williams.

We need to work safe, work with a positive attitude, and make sure we work a solid eight hours for our eight hours of pay. We must bring this to the jobsite every day. This is what makes us profitable as a member, as a local, and as a council.

UBC General President and VP Join Arkansas Governor in Positive Feedback for the SSMRC

Continued from page 1

Because with all its faults and failing and gridlock and crooks, it's still the best nation on earth and can still rise above virtually any challenge faced with, and you can lead us," Beebe said.

In his introduction of President McCarron, Executive Secretary-Treasurer Dennis Donahou thanked him for forming the SSMRC.

"It was a big step, but what's making it work are the delegates, who allow us to do what we need to do," Donahou said.

"Change has to be your friend," McCarron explained during his remarks. "If you snooze, you're going to lose, no doubt about it. But the numbers you've put up shows that it worked. The employers and the owners that we meet with can't say enough about Dennis and the Council. We knew this was going to be very successful for one reason - Dennis Donahou and his membership - you make us proud."

McCarron also outlined a new program: **UBC Journeymen—Building Leadership for a Strong Future**. The program is meant to give journeymen a greater understanding of the UBC, the construction industry, and the important part they play in influencing the future of the UBC. The UBC's goal is to bring 10,000 journeymen through the CITC every year for this program's training

"This leadership training is about pride and leaving the Center with a vision of 'if it's going to be its up to me'. That's what it's about," McCarron said. "Remember that when you're retired, who's paying your pension? That young apprentice, so we need to start now and make sure we have the best crews coming up behind you."

The SSMRC is the first group from the Southern District to participate in this program and will send 150 journeymen in June to the UBC's International Training Center in Las Vegas to take part in the training (read a story related about this program on page 22).

GVP Banes updated the delegates during his remarks about some business strategies the UBC is using to identify coming trends in various industries. He encouraged the delegates to keep themselves and their members ready for change. "There's a changing world out there, and the millwright today and millwright 20 years from now will be totally different," Banes said. "When industries change we have to change with it. If you don't change, someone's going to stampede you."



Delegates gather to discuss issues surrounding the Council.



Local 1192 Delegates (l to r) Jeff Smith, Leonard McKnight, Matthew O'Lair, Bill Farmer, and Wayne Jennings.

Banes spoke specifically about power generation. "Power will never go away, it just depends on what kind of power we're servicing: nuclear, gas turbines, wind generation, and maintenance is the name of the game with us. There is just so much opportunity," he said. He also encouraged keeping pace with technology in the auto industry. "People may not like it, but it's reality and what we need to do is jump all over it."



General President McCarron with SSMRC Business Rep Mike Hines (center) and Instructor George Wright.



EST Donahou (right) gives Arkansas Gov. Mike Beebe an SSMRC shirt.



UBC General VP Banes talks with SSMRC Delegate Charles Revill.



UBC President McCarron talking with Delegate Dennis Thompson.



EST Donahou visiting with Delegates.



Council President Dickie Bone (left) and Vice President David Park

During his report, EST Donahou unveiled plans to get more work in the petrochemical industry, and to have the manpower ready to staff the jobs. "We've outrun our membership in Houston. Our plan is to get a fulltime recruiter for marketing and recruitment, so that we can keep up with manpower demands," he said.

And with the existing 5,000+ members of the SSMRC, EST Donahou revealed the incredible leap in 2012 man-hours: More than one million more man hours were logged by the SSMRC in 2012 over the 2011 tally. Fulltime work, apprenticeship, and membership also saw increases (see related story on page 1).

"The staff has worked hard to keep our members working, and our members are on those job sites providing the skills, productivity and attitude that UBC millwrights are known for," said Donahou. "When people work hard like this for a common goal, good things are bound to happen."

Donahou cited signatory contractor CR Meyers as an example. The company jumped from 35,000 man-hours in 2011 to 150,000 man-hours. He also said that 2013 man hours will increase in the car plant industry. "It is the fastest growing industry in our Council. We are pushing 500,000 man hours in the car plant industry. I am very proud of that."

Members who are in arrears with their dues are also plummeting. When the Council formed in mid-2010, 13% of members were in arrears. That number dipped to 5.6% in 2012, and dropped to 5.4% in the first quarter of 2013. "That's hard work by our business reps, and members realizing that if their dues aren't current, they're not working," Donahou said.

2013 goals for the SSMRC are 2% growth in membership for each local, 5% growth in retention, and 6% in man hours, and arrears under 6%.

Gov. Beebe also encouraged Council members to keep up their good work: "Understand that there are many of us who recognize who you are and what you do. It's all about this country and what we do as a country, and you are such an important part of everything this country stands for."

Political Action Committees to Form

Another new program outlined during the staff and delegate meetings is the launch of Political Action Committees (PAC).

"We believe the time is right to form these Committees and to start doing more on state and local political campaigns to protect the rights and benefits of our members," said Donahou.

Florida already has a PAC established. More Committees are slated to form in Arkansas, Georgia, Louisiana, and Mississippi. For more information to become involved in this process, members are urged to talk with their Local business representative.

Anatomy of an Experienced UBC Millwright

By David Park, Business Representative
Local 1554

Meet **Clyde S. Tyree**: *Apprentice, journeyman, Executive Board member, training coordinator, fund trustee, training trust board member and company owner. Mr. Tyree has been a member of Millwright Local 1554 in Nashville, Tennessee since entering the apprenticeship program in 1979. This is the story of a true millwright with 33 years of experience to his name. Mr. Tyree is married with three daughters and lives in Murfreesboro. I had an opportunity to sit down with Clyde and reflect over the last 33 years as a UBC Millwright. This is the story he told:*

"I LEARNED ABOUT THE MILLWRIGHT TRADE FROM TWO BROTHERS. I grew up in a small suburb of Nashville. They had joined the local after a variety of jobs after high school. Their uncle was a charter member of the original Local 1544. While I had had a variety of jobs, some of which could have been a career, their work experience appealed to me enough to follow their lead a couple of years later.

Learning a valuable skill and the union principles became a way of life that I knew would be my future. Regular attendance at union meetings and activities led to holding office as Warden and eventually Nashville Carpenters and Millwrights Apprenticeship Coordinator.

The apprenticeship I entered over 30 years ago was much like other millwright and carpenter programs across the country. With the exception of only a few industrial areas with strong union representation, most programs were underfunded. While the instructors deserved credit for sharing their knowledge, resources were very limited.

I learned to weld in a damp basement welding shop in the oldest high school in town with rods donated by the U.S. Army from some leftover provisions from some unnamed war or project. Classroom lessons were a product of the instructor's creativity and effort instead of a developed curriculum.

The percentage of millwright skills adequately taught in class was minimal.

Fortunately, the work experience portion of apprenticeship was very good to me. Jobs that afforded the most education for me included projects in paper mills, printing, rubber, auto industry, chemical and power generation.



While this variety of jobs proved to be very interesting, the most valuable part of my experience was the journeymen and senior apprentices I was fortunate to work with.

The first few jobs I worked gave me the impression that half of the millwrights in the local were at least 60 years old. One of the best "indicator men" that helped fine-tune my coupling alignment skills was 75 years old. In reflection, I do not know if these elders and other journeymen I worked with enjoyed teaching apprentices or if my real interest and desire to learn inspired them to share their knowledge. Whatever the reason, by the time

my four-year apprenticeship was complete, I was accepting foreman responsibilities and even a general foreman job the first year as a journeyman. Another reason for my early foreman experiences was not my knowledge and skill, but the unwillingness of so many capable journeymen to accept the responsibility.

Our Local had enough skilled craftsmen to accomplish any construction projects that came into the

jurisdiction, but I felt the new members were in need of more training. Some voluntary visits to assist in apprentice classes resulted in an offer to become the millwright instructor.

Again, this proved to be a great experience for me. One thing that became obvious to me was how much I could learn in trying to prepare lessons to teach. The most satisfying effect in the first few years of teaching was an increase in the number of apprentice graduates that were accepting of foreman responsibilities.

When the Carpenters and Millwrights Apprenticeship Training Fund became more solvent, I accepted the position of apprenticeship coordinator. This was a whole new world of experiences, dealing with the Department of Labor, JATC, public school adult education programs, and other administrative duties. The program was in need of as much re-building as we could afford. Unfortunately, this was again an effort that could not be financially sustained for long.

Going back to work with my tools led me to supervising machine installations in an expansion for Bridgestone Tire. In 1990, I was able to continue this job in a new plant in Warren County, where I still work today. In the 22 years of relationship with this customer, the opportunity to start a business resulted in becoming President of Millwright Services, Inc. The success of this company has greatly impacted my family's standard of living and afforded me opportunities I never would have imagined in 1979. The employer role allowed another satisfying experience. Accepting the responsibilities of management trustee on the health and welfare fund, the pension fund and the training fund capped off everything I advocated through the years.

Many changes have developed in the past 33 years of my millwright experience:

- **The Nashville Local with maybe 75 active members is now a union with jurisdiction covering all of Tennessee and a few counties in neighboring states.**
- **A pension plan that at one time had no one receiving even \$100 monthly benefit is now a retirement that surpasses many big corporations.**
- **The health insurance that didn't exist until the middle 1980s is now almost taken for granted.**
- **The apprenticeship program that barely functioned is now the Mid-South Carpenters and Millwrights Training Trust.**

Probably the most amazing transformation over the years is the transformation from the classes I experienced as an apprentice, to a program with several modern training facilities for apprentices and journeymen in Tennessee, Alabama, Mississippi and Florida. The local training, with the support of the UBC and the Carpenters International Training Center in Las Vegas, has developed curriculum that has greatly enhanced member's education opportunities.

The improvements made and developments that are in progress are taking this program to a level unmatched by any other skilled labor training. Methods of performing our tasks are more modern with tools that didn't even exist in the 1970's. Like any other technology, new skills will continue to be required of our craft.

The one thing that never changes is that the millwright trade is made of incredibly dedicated brothers and sisters who choose to do the hard work involved in this craft that others won't, or can't, do. The original members who chartered the millwright Locals had a pride in their special skills and a drive to have an identity separate from their carpenter brothers. I believe they wanted to inject that pride along with those skills to new members. That same attitude is what motivates Local union officers, organizers, and especially the training instructors and coordinators today.

In our line of work, there should be a work ethic that makes every employee an asset to their employer. No one in our membership has a right to be a liability on the job. In reality, that is a liability to every brother and sister on that job, every member in the Local, and ultimately nationwide.

I take much pride in watching a good crew accomplish a tough job. Anyone who has worked a shutdown at Bridgestone Tire in Warren County will tell you, working with the employees of Millwright Services is a good experience. The positive attitude and coordinated effort makes any difficult job run smoothly and safe. There are varied degrees of abilities and skills in any group of millwrights, but the best millwrights (without exception), have a real passion for their craft.

Business Representative Updates

Local 1554

By Tim Brown, Business Representative



SOMETIMES, A COMPANY'S MISFORTUNE becomes an opportunity for us. Because this area is blessed with such a variety of different

types of manufacturing, the bulk of man-hours generated in Southeast Tennessee & the Tri-State Area (Northwest GA, Northeast AL, and Southeast TN areas) are from our local contractors. In the past year, several misfortunate opportunities, shutdowns and expansions contributed to an accelerated amount of man-hours for us.

Early this year, our biggest contractor worked with a chemical and absorbent material manufacturer to close that plant and move its operation to a mother plant in Texas. We all thought this was going to be just another plant that leaves Chattanooga behind. However, the Japanese plant that supplied the U.S. mother plant with a chemical required for production had a serious accident and was unable to provide the chemical. Our contractor answered the call, and solved the problem by quickly and correctly reinstalling equipment and doing periodic maintenance to get the Chattanooga plant producing that much needed chemical again.

Another chemical company that produced products for the textile industry had two shutdowns this year related to equipment malfunctions and system contaminations. This allowed a different contractor to capture man-hours by working two 12-hour shifts for several weeks.

It was the industry's good fortune that there was a good, responsible & very qualified contractor able to answer such calls to action, because all of our good contractors understand that we are all servants to this industry. What separates our contractors from other options for customers or clients is the dedication of these contractors, the relationship between the contractors, our training centers and the union men & women who are devoted to being highly trained and committed to this industry as well.

Several of our local contractors cater to what we call "General Industry." The General Industry of the Chattanooga & Tri-State Vicinity, and parts of Northeast TN, consist of an assortment of manufacturers:

- **Soft Drinks** (Coca-Cola and Double Cola)
- **Snack Foods** (McKee Bakery, makers of Little Debbie Snacks; Chattanooga Bakery, makers of Moon Pies; Wrigley Co.; makers of Life Savers, Altoids and Wrigley Gum; and Turnbull Cone, which makes ice cream cones)
- **Power Plant Components** (Alstom Power, now producing & maintaining steam and gas turbine components)
- **Chemical Companies** (W.R.Grace, Chattem, BASF, Dupont, Invista, Kordsa and Alco Chemicals)
- **Paper Products** (Rock Tenn Paper Mill and folding carton division, Chattanooga Paperboard)
- **Automobiles** (Volkswagen and supporting suppliers)
- **Asphalt and Road Paving Equipment** (Astec Ind., Roadtec and Heatec.)
- **Earth Moving Equipment** (Komatsu)
- **Steel** (Hudson Steel Co., LJTube Co.)
- **Water and Chemical Absorbent Products** (N.A. Industries)
- **Cast Iron Cookware** (Lodge Cookware)
- **Cooking Appliances** (Magic Chef, Roper Ind., Whirlpool)
- **Industrial Valves and Hydrants** (Mueller Foundry Co.)
- **Tires** (Bridgestone/Firestone producing truck tires)

All of these businesses and many more are serviced by our local contractors on a daily basis. We are very thankful for these contractors because they have been major contributors to our Locals' man-hours for many years.

Most of our local contractors have long been affiliated with the local millwright union because some of the owners and their parents before them worked at the trade, and so the heritage lives on. Other owners came from a different union craft. But regardless of their origin, our contractors and owners know that they have more internal expertise to put on project when they partner with the union, our membership and our training centers, to build one of the best partnerships that this Brotherhood could ask for.

Local 2232

By James Rowland, Business Representative



TRACKING MAN HOURS IS THE BEST WAY to track how well we are performing as a union. I am happy to report that Local 2232 had a massive increase of man hours in 2012. In 2011 we had about 1.2 million man-hours in our area. In 2012, we achieved a 22.5 percent increase, to more than 1.4 million. If we continue this trend and consistently get more work for the membership, then the total number of man-hours will increase.

There are several ways that we can increase our man-hours, and I'd like to point out three major contributing factors. The first method to increase our man-hour numbers is quality. We, as union millwrights, pride ourselves on our craftsmanship. There are three parts to being a quality millwright:

- 1. We arrive to work on time and are ready to work every single day.
- 2. We perform our work as safely and efficiently as possible.
- 3. Work is done right the first time, every time.

When a union millwright shows up to work every day, is mindful of safety, and completes work efficiently and correctly the first time, we show the customers exactly why they should use UBC millwrights. As a result, our contractors get more work and we get more man-hours.

The second method to improve man-hours is training. In order to perform on the jobsite correctly, we have to have training. We should all strive to learn as much as possible about our trade. Our training, both trade skills and safety, is one of the major selling points our contractors use to sell our labor to their customers.



When a union millwright shows up to work every day, is mindful of safety, and completes work efficiently and correctly the first time, we show the customers exactly why they should use UBC millwrights.

as aggressively as possible, especially with the increase in work over the last two years. We recruit the best the non-union has to offer. Everyone should remember that a non-union millwright is a potential brother or sister who should be informed about the benefits of being a union member. When work gets busy, but fewer non-union millwrights are available, then a customer will use one of our contractors to perform the work.

We have constantly strived over the last few years to keep our journeymen in upgrade training and with the help of the SSMRC and the state JATC, we developed a curriculum for reciprocal compressors. We hope that with our new training and the quality of the UBC millwrights, we will take a bigger market share in the coming years and continue to increase the work for our membership.

The plants and factories we work in want to see a certified and trained workforce, and our training programs and journeyman upgrades give us an edge over the non-union competition.

The third way we can improve our man-hour numbers is organizing. Your business representatives are recruiting new members

I urge each and every one of you to learn all you can and be professional about your work. If you do these things, then good things will come your way.

Local 2232

By Mike Hines, Business Representative



2012 WAS A GREAT YEAR in many ways at Local 2232, here along the Texas Gulf Coast, highlighted by the constantly growing membership, members working more hours, and growing market share.

To do all of these things well, we must have cooperation between the International, Southern States Millwright Regional Council, (SSMRC), Training Department, Local 2232 members, and the Millwright Contractors Association. We have been making great strides with everyone working together for one common goal, and that's to put our members to work. When that is done, everything else takes care of itself.

We had more than 900,000 man-hours in the first six months of 2012, and ended the year with 1.4 million. This makes 2012 our most productive year on record for Local 2232 and our contractors.

An important factor that supported such a great year includes the commitment we receive from the UBC, the council level with the new SSMRC, and our training department. Just some of the things that have been done to show commitment are:

- The UBC gave us a grant for the Houston Training Center to create compressor training, so that we can expand our market share in that area.
- The International also purchased a service called IRR, which gives us critical industry data and research, including upcoming jobs, which allows us to get a jump on securing that work with our contractors, to expand our market share.
- SSMRC Executive Secretary-Treasurer Dennis Donahou saw the potential compressor training could provide, took our needs to International, and made it happen.
- The SSMRC pays for our instructors.
- The SSMRC has also helped us showcase both our training and contractors by giving us the means to attend the different trade shows in our area (One of our contractors actually received two extruder overhaul contracts from contacts we made at a trade show, with more to come).
- Our training department is incredibly responsive, and when we need something, they make it happen. Just one example - we needed a seal class for the Motiva project, and a seal class was created, staffed, implemented and completed.

With all the work scheduled for the Texas Gulf Coast in the upcoming years, the sky is the limit for our growth in membership and man-hour for our members. The one thing that everyone should remember is the work place is a changing world and we must change along with it to help us grow and expand.

Local 2411

By Paul French, Business Representative



BROTHERS AND SISTERS, Reflecting back on 2012, it has been a very strong and productive year. Local 2411 is continually increasing our man hours and our membership. The only thing that decreased was the number of members taking our Journeyman Upgrade training.

We need to remember to take advantage of this training to: (1) enhance and increase our skill level; and (2) document our increased skill level to our contractors and the owners of the plants that our contractors are bidding work in. If you do not take advantage of training you will be left behind. The increase in opportunities that these classes have brought to you is endless.

W.W. Gay leads the way this year with work at Ameri-Steel, RockTenn, GRU, and Anheuser-Busch. Milton J. Wood continues to increase their man-hours and has kept more millwrights on their payroll. Charles Revill has been increasing Alloy Industrials presence in North Florida. We want to continue supporting



If you do not take advantage of training you will be left behind. our loyal contractors by providing trained workers when they need them. The 2013 spring outage season has outages scheduled for Cedar Bay, JEA, GRU in Gainesville, FPL in Palatka (get those turbine cards!), and ITT Rayonier in Fernandina. RockTenn in Fernandina and Jacksonville have improvements and upgrades scheduled for the next two years.

As we move forward lets always remember our **S.A.W.** Safety: Our goal of 0 accidents on every job for 2013 Attitude: Pleasant and positive attitudes are needed on every job, every day.

Work: Safety and Attitude will increase our work opportunities.

If we never forget **S.A.W.** we will continue to reach the goals that this Council has set. LET'S KEEP STANDING STRONG and BUILDING FOR TOMORROW!

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



LAST OCTOBER, the marquee outside the Marriott – Augusta Hotel read **“Welcome -Southern District Apprenticeship Contestants.”** Fellowship and southern hospitality was in play for everyone attending the annual Southern District Apprenticeship contest, which took place on October 5th and 6th, 2012 at Local 283 in Augusta, Georgia with outstanding attendance.

Apprentices from Georgia, Tennessee, Florida, Louisiana, Arkansas, Oklahoma, and Texas gathered to compete in a written test on the first day, followed by hands-on projects on the second day. Competing millwright apprentices were Jay Woolsey (TN), Lloyd Norton (LA), Steven Trammel (TX), Lucas Coleman (FL), Joshua Evensen (GA), and Marlon Bearry Jr. (AR).

Congrats to Jay Woolsey, who won first place in the millwright division.

Tommy Meeks and Red Maddox served as the millwright judges, and Scott Nipper from C.R. Meyer was the millwright proctor. We would like to extend sincere thanks to these judges and proctors for their participation in the contest. We would also like to thank Joseph Gay, Randy Allen, and Gary Gardner from the UBC National Job Corp for attending our contest.



Millwright Apprentices Hands On Project Competition



Jay Woolsey, 1st Place Millwright Apprentice from Tennessee

Finally, thanks is extended to UBC Southern District Vice President Danny Maples and Carpenters International Training Fund Executive Director Bill Irwin, who were the keynote speakers at the banquet awards presentation.

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

The staff members at the Marriott-Augusta Hotel were most helpful and courteous to all attendees. A luncheon of barbeque pork, chicken and ribs with all the trimmings was provided on Saturday October 6th by the BBQ Barn of Augusta. The French Market of Augusta provided a steak dinner for a banquet of 189 people. A golf tournament was also sponsored and enjoyed by those participating. All apprentices received shirts, a gift certificate and a plaque for participation.

Finally, but most importantly, thanks to all of the apprentices that participated. Without your hard work and dedication to your craft, the contest would not be possible.



Pictured above left to right: Marlon Bearry Jr. (AK), Steven Trammel (TX), Dennis Donahou (EST Southern States Millwright Regional Council), Jay Woolsey (TN), Danny Maples (Vice-President Southern District Council), Lucas Coleman (FL), Joshua Evensen (GA), and Lloyd Norton (LA)



Left to right front row: Jamie Perniciaro, Marlon Bearry Jr., Steven Trammel, Lloyd Norton, Jay Woolsey, Don Newton, Lucas Coleman, Gary Cothron; back row: Ed Wright, Mike Valentine, Jimmy Jordan, Jimmy Hulsey, George Wright, Dennis Donahou, Danny Maples, Jason Evensen, Tim Story, Roy Evans

Louisiana
By Ray Calamari, Training Director



THE CENTRAL SOUTH CARPENTERS Regional Council Training Fund of Louisiana has established a partnership with several Louisiana Technical Colleges in Southeast Louisiana. This is a huge opportunity to market our union training programs to the Chancellors of six technical colleges.

Business Representative Kevin Curley and I have also been appointed to the Advisory Board of the Baton Rouge Community College. These technical colleges have strong partnerships with several of our clients and employers such as Turner Industries, Dow Chemical, Shell Oil, Valero, Exxon/Mobile, and Rubicon.

The Louisiana Technical Colleges are a perfect fit to recruit new members who are knowledgeable in the trade. These colleges offer curriculum such as Industrial Maintenance Technologies, Welding, Machine Tool Technology for Machinists, and Process Technology. We have participated in career fairs sponsored by the Louisiana Technical College and their partners. Thanks to this outreach we have interviewed several prospective applicants and already have applicants committed to joining the Apprenticeship Program.

Any member who has an expired Rigging Qualification or Millwright Qualification please contact your local training center to sign up for the refresher workshops. You will need these qualifications to be eligible for work.



Congratulations to Lloyd Norton who participated in this year's Southern District Apprenticeship Competition. Lloyd is from Chalmette, Louisiana and is a member of Local 729. He placed 2nd in the Millwright Division.

Finally, I am pleased to announce exciting news. The Central South Carpenters Regional Council has purchased property in Metairie, Louisiana, which will house our state-of-the-art training center and Regional Council offices along with Carpenters & Pile Drivers Local 1846 and Millwrights Local 729.

We will break ground in 2013 with a completion date later this year. We finally have a home.

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



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 to 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, longshore 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 Baner. “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.



Training Reports

Arkansas & Oklahoma By Edward Wright, Training Director



I HOPE EVERYONE HAD A WONDERFUL Christmas and a Happy New Year.

The millwright apprenticeship had a very good year in 2012. I would like to begin by thanking all of the apprentices and journeymen for all of the training classes that they took in 2012, and all the hard work the staff has done.

Without the cooperation of everyone involved this could have easily gone in the opposite direction. When we work together we move forward.

The person who works with his hands is a laborer; the person who works with his hands and his head is an artisan; the person who works with his hands, his head and his heart is a Union Millwright.

Our members’ willingness to continually upgrade and share their skills is what separates us from the competition. We spend countless time and money investing in our union members. We are the ones with the training and skills to keep up with high demand and the ever-changing world of technology. The non-union sector believes it’s a good rule of thumb to invest one percent of the total replacement cost of



The person who works with his hands is a laborer; the person who works with his hands and his head is an artisan; the person who works with his hands, his head and his heart is a Union Millwright!

rotating machinery on alignment tools and training on an annual basis. Our contractors invest so much more in our journeyman and apprentices. It’s up to us to be ready when the time comes to prove to them and the owners alike that we are the right choice.

The millwright apprenticeship and training program was able to fill 598 class seats in 2012 and accumulated 16,872 man-hours of class time. This is what it takes

to stay ahead of the competition. Moving through 2013 as we are already, remember that all scheduled classes are posted on the website at www.southernstatesmillwrights.org. Please note that all classes begin at 7 am. As always, when a class is needed that is not scheduled, we will work to make it happen ASAP.

Way to go, millwrights of the Arkansas/Oklahoma apprenticeship. Your hard work has and will continue to pay off.

Mid-South Regional Council By James Hulsey, Director



OVER THE PAST SEVERAL MONTHS business representatives of Local 1192, under the leadership of the Southern States Millwright Regional Council, focused on a campaign to recruit new signatory contractors. Business Representatives Wayne Jennings and Jeff Smith targeted the untapped work within the Local 1192 jurisdictional area and are honing

in on the petrochemical and paper mill industry market. Their efforts continue to be successful and the Mid-South Training Department has partnered with them to ensure that our members are trained in the skill sets required by both owners and contractors.

The Mid-South Training Department has developed a hybrid member training class using the UBC paper mill curriculum specifically for that industry. The 40-hour class will incorporate a focus on “hands-on” training in conjunction with the UBC classroom curriculum training.

We have also implemented class offerings to ensure that our members have the skill sets for the petrochemical industry. The class offerings will include Flowserve pump classes, pump repair and machinery alignment. In addition, members are strongly encouraged to attend the compressor training offered at the Houston Training facility. Other training classes that are offered emphasize welding and conveyor training for the expanded automobile manufacturing in our area.



We have had tremendous member participation in our enhancement training offerings.

The Mid-South Training Department is moving forward in acquiring a new training facility in Birmingham, AL. The new facility is approximately 27,500 total square feet, with about 8,000 square feet of finished area for classrooms and offices. This facility is in an excellent location adjacent to Interstate 65. The facility has easy access and is located in an area with good corporate neighbors. This facility also has adequate space for our future apprentice and member growth.

The TVA now recognizes our UBC rigging training for TVA-specific work. Millwright Instructor Mike Valentine took the initiative, successfully completed TVA’s Train-the-Trainer rigging classes, and is qualified to deliver member training

to meet their requirements. Mike is also now a TVA rigging Subject Matter Expert (SME). In the past, TVA instructors have only been permitted to conduct TVA specific rigging training.

In December, the Mid-South Training Department Trustees approved funding for the cost of member training for Basic Plus and PowerSafe training. This shall become effective in early 2013 after member eligibility requirements have been established. There was consideration to fund Transportation Workers Information Cards (TWIC) but the approval to fund the cost was deferred until a written legal opinion was obtained from the Fund attorney. Since TWIC requirements are not related

to training, Trustees questioned if training funds could be used for this specific cost and still be in accordance within the Department of Labor guidelines.

In closing, the Mid-South Training Department has had a very successful 2012 in delivering member training. We have had tremendous member participation in our enhancement training offerings and expect the trend to continue. Also, apprentice numbers have increased about 10% from the same period last year. For this success, I give credit to the coordinators and instructors that have worked so hard to ensure that our members are trained in the skill sets and safety training required to insure their employability.

Training Reports

Texas
By Paul Jones, Training Director



THE SOUTHERN STATES Millwright Regional Council (SSMRC) and the Texas Carpenters and Millwrights Training Fund recently sponsored an open house at the training center in Houston for Houston-area signatory contractors and end users. The goal was to introduce the Reciprocal Compressor Training Program now in place at the Houston training center. Representatives of the United Brotherhood of Carpenters, Business Representatives and Training Directors for the SSMRC and the staff of the training center in Houston were present to welcome visitors and explain the features of the training program.

Buildings A and B at the Houston training center were remodeled and renamed the Gulf Coast Millwright Training Center. Building A includes two classrooms, offices, rest rooms and storage areas, plus 9,398 square feet of shop area. Building B, which adjoins building A, features 7,200 square feet of shop area and a 15-ton overhead crane which services the entire building, leaving plenty of room to train in the facility.

Currently, there are two reciprocal compressors used for training, with plans to acquire more. In addition to compressor training, the buildings are also used for motor and pump alignment training, pump repair, high-torque bolting, and other areas of millwright training.

Some highlights of the open house were time-lapse footage of millwrights disassembling and reassembling a reciprocal compressor. We extend a big thanks to 2232 Business Representative James Rowland for putting that together for us. There were also demonstrations using an acrylic pump used for training as well as information about the training curriculum.

We are excited to have this new training program in Texas and we are eager to share it with other Millwrights. We cordially invite all millwrights from the SSMRC to come to Houston to benefit from the training and enjoy some Texas hospitality. Class schedules can be found on the SSMRC website under training, or you can call George Wright at 713-641-0275.



SSMRC Selected to be First
in Southern District
to Participate in New Journeyman
Leadership Program

A NEW LEADERSHIP TRAINING PROGRAM is expected to attract 10,000 UBC journeymen each year to the Carpenters International Training Center, and the SSMRC is leading the way as the first group of Southern District members to participate.

UBC Journeymen—Building Leadership for a Strong Future is a program spawned from success and feedback from the third-year apprenticeship leadership training. The program is meant to give journeymen a greater understanding of the UBC, the construction industry, and the important part they play in influencing the future of the UBC.

The SSMRC is the first group from the Southern District to participate in this program and will send 150 journeymen in June to the UBC's International Training Center in Las Vegas to take part in the training.

"We want our journeymen to model best practices on the job, maintain a "can do" attitude and mentor their fellow workers, especially apprentices," said SSMRC EST Dennis Donahou. "We have many natural leaders among our members. This training will develop their leadership skills so that they can help create a strong group of younger members to lead our Council into the future."

Program topics include the UBC's history and heritage, transformational leadership, communication skills, and coaching and mentoring skills. Participants hear from General President Douglas McCarron, who presents the vision of the Brotherhood in a comprehensive, three-hour session. President McCarron is then joined by the participants' district vice-president and their home council's senior leaders in a Q&A session.

The UBC's goal is to bring 10,000 journeymen through the CITC every year for this program's training.

"This leadership training is about pride and leaving the Center with a vision of 'if it's going to be its up to me'," said UBC President Douglas McCarron as he spoke to SSMRC delegates at the recent Council meeting.

"Remember that when you're retired, who's paying your pension? That young apprentice, so we need to start now and make sure we have the best crews coming up behind you. We have enormous opportunities in the UBC, but when everything is stripped away, it's still about helping our members be the best they can be for themselves and their families," McCarron added. "This training focuses on achieving that for our journeymen, and to mold our apprentices into the leaders that we will need in the future."

"We want our journeymen to model best practices on the job, maintain a "can do" attitude and mentor their fellow workers, especially apprentices."

—SSMRC EST Dennis Donahou

SSMRC Logs One Million More
Working Hours Over Last Year's Total
Continued from page 1

The move has paid off in not only satisfied customers, but also substantial work opportunities for the Council's 5000+ members.

In fact, the Council logged more than 6.5 million man hours in 2012, a full one million more man hours than its 2011 tally. Another success: There are 480 more millwrights working fulltime already in 2013, compared to the same time last year. And another win: All nine locals of the SSMRC increased in membership in 2012 over 2011, for a total of 101 more members. And 24 members have already joined in the first couple of months of 2013.

"When we saw a need for this Council three years ago, we knew it was a challenge, but we were confident that it was going to be very successful. The numbers you're putting up shows that it worked," said McCarron to the delegates of the SSMRC at its recent Council meeting.



He, General Vice President Doug Banes, and Arkansas Governor Mike Beebe attended the meeting as special guests.

"The staff has worked hard to keep our members working, and our members are on those job sites providing the skills, productivity and attitude that UBC millwrights are known for," explained SSMRC Executive Secretary-Treasurer, Dennis Donahou. "When people work hard like this for a common goal, good things are bound to happen."

The million man hour jump represents more than a 17% increase for the Council. Of the nine local unions that comprise the SSMRC, eight of them logged more man hours. Local 1192 (Alabama/Mississippi) saw a 49% jump in their man hours, followed by Local 1554 (Tennessee) with 23% and Local 2232 (Houston) with 22%.

GVP Banes updated the delegates during his remarks about some business strategies the UBC is using to identify coming trends in various industries.



He encouraged the delegates to keep themselves and their members ready for change. "When the industry changes we have to change with it. If we do, our future is bright," Banes said.

Gov. Beebe also encouraged Council members to keep up their good work: "Understand that there are many of us who recognize who you are and what you do. It's all about this country and what we do as a country, and you are such an important part of everything this country stands for."

2012 Man-Hours:	
<small>* As of the writing of this article. Some additional man-hour reports are still in process...</small>	
Local 216:	430,309
Local 729:	553,330
Local 1000:	1.02 million
Local 1192:	810,900
Local 1263:	896,837
Local 1421:	325,185
Local 1554:	900,903
Local 2232:	1.44 million
Local 2411:	86,7994