



THE Millwright

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

SUMMER 2014

SSMRC Recruitment Program: What a Difference a Year Makes

By Miguel A. Fuentes, Marketing & Recruitment Director

The harder you work—the luckier you get, particularly when you are trying to accomplish something that is out of the ordinary. That said, the Southern States Millwright Regional Council's recruitment program certainly qualifies, given that it's the first of its kind throughout the UBC. And after its first year in operation, the program has produced results that are better than we've all anticipated.

To date, we have identified and collected the resumes of more than 450 interested individuals with a varying degree of millwright skills and experience, including welding. A good number of candidates even possess supervisory backgrounds, having served as either leads, foremen and/or superintendents.

Despite the differences in experience, work history, and geographic surroundings,

they are all after one thing: They all want to get more out of their careers as a union millwright. They are all after "upward mobility."

In some cases, upward mobility is increased wages, benefits, or health insurance that covers the entire family. In others, it's the possibility of being in a better environment



Watch the **SSMRC recruitment video** by snapping this QR code.

where people function as a team and are working together to accomplish their goals. Many have no room for advancement in their current employment situation and are simply looking to earn their way into as leadership role.

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By the Numbers...

- 40** Career sites where the SSMRC posts information
- 350,000** Times an **SSMRC** ad has appeared on Facebook in the last three months
- 60,000** Hits on the SSMRC's "**Be a Professional Millwright**" web site in one year
- 450** Individuals interested in applying to become a union millwright

◀ **Miguel Fuentes** (left) and SSMRC Business Rep **James Rowland** (center) talk with prospective applicants at one of 12 job fairs and outreach events the SSMRC attended since starting the recruitment campaign a year ago.



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Are you Ready for Work and Fit for Duty? Your Council is Counting on It

Since this Council's inception, we have all strived to become better and stronger. We have worked hard and we have established an efficient Council. In the upcoming outage season, and preparing for the work ahead, we must pull together as a Council, and as a Union, to meet upcoming demands.

BROTHERHOOD IS WHAT TIES US ALL TOGETHER, and this is how we grow. This is something that we should all keep in mind. When we rely on each other, each of us must do what we can to meet that demand. We have an obligation to our fellow brothers and sisters. We all have an obligation to represent this Council, our Locals, and this Union in the most positive manner.

We all know we should represent on the job site. We talk to each other about the importance of showing up to the job site on time, every day. We must keep in mind that our responsibility does not end with just showing up—it extends to being fit for duty and ready to work. There can be no excuse for not meeting this demand. When we arrive on a job site, being fit for duty is a high priority. Most sites now require drug tests. Many require background checks.

We must also realize that it is not only how you conduct yourself on the job, but how you conduct yourself in your daily life. There are many other things besides showing up on time and having a good attitude that we must have on each job site every day:

Having the right tools will make the difference in securing a job or staying on the bench. Having the proper training and the right credentials is now part of today's millwright toolbox. If you do not have your TWIC card, I strongly encourage you to do so. More and more plants along the Gulf Coast are requiring this credential. Not having this credential not only prevents you from getting those jobs, but it hurts the entire Council if we cannot provide the manpower with TWIC cards to fill these jobs. If that happens, work will be given to other sources that can provide these credentials.

Showing up fit for duty on the job site is only one way to fulfill your obligations to each other or our contractors.

Attending your Local's meetings is of the utmost importance. Strong participation is what individual Locals thrive on. When meetings have many participants, decisions and actions will be carried out that best benefit the whole, not just a small portion of the membership. This is where we, as members, keep informed. This is where we get our education on the workings of the Council. This is where the heart of the Local is formed. We need to encourage each other to attend and participate.

Dues and being in arrears is something that I would specifically like to address in this issue of *The Millwright*. Since the Council was formed, the percentage of members in arrears has steadily dropped. When this Council was formed,



We are gaining name recognition. We are now on the forefront of the Southern States Millwright Regional Council being synonymous with 'millwright'.

the percentage of members in arrears was more than 12%. Now, we are less than 5% in arrears. This is improvement to be proud of.

The drop in arrears has allowed our Locals to grow. I would like to recognize and congratulate Local 2411 in having the lowest amount of arrears in the Council. They now only have 1.4% of members in arrears. I would also like to recognize Local 729 for having the most improvement. At the start of this Council, they were 25.82% in arrears. Now they are 10.87% in arrears. These are two great accomplishments that have benefited their Local greatly.

Because of our good reputation on the job site, participation of the members throughout the Council, and improving our arrears percentages, this Council is continually growing even stronger.

We are adding on to and renovating existing buildings, building new offices and training centers, and purchasing new equipment for various training centers to help us be the best trained millwrights in the market today.

Our marketing campaign is working. Our online media is taking off faster and faster. We are having people contact us daily about

joining and as time has gone on those candidates possess more and more millwright skills.

We have launched a website that is specific to anyone who is interested in becoming a member of the SSMRC. This new website, www.professionalmillwright.com, is not only a source of information, but it also allows them to apply online. It also has links to the Council's main website, www.southernstatesmillwrights.org.

The main site remains the source for vast amounts of information on our Council. Through this and our social media, more owners and end users are expressing more interest and this year we have signed on several new contractors. What this tells us is that we are building our brand.

We are gaining name recognition. We are now on the forefront of the Southern States Millwright Regional Council being synonymous with 'millwright'.

Fraternally,

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

Severe Weather and SSMRC Response Readiness

HERE'S A BRIEF ARTICLE that was published throughout our service territory. Our job as a Regional Council is to have the manpower trained and ready to respond when natural disasters strike. Are you ready? Contact your local training center and take the classes to make you in-demand when rebuilding begins...

The devastation of a hurricane can be amplified when rebuilding is derailed. The smartest way to avoid delays is to have a rebuilding plan in place. And the first step is to secure your facility prior to the storm's arrival in order to reduce the time that your company is offline.

Whether your goal is solid storm prep or fast cleanup, having the right amount of — and skilled — manpower to tackle the extra work is crucial. That's where contractors and millwrights from the Southern States Millwright Regional Council (SSMRC) come in.



The SSMRC can provide a roster of contractors who each have access to thousands of millwrights across the 11-state southern United States. One call to the SSMRC can double or triple the manpower for your job. This virtually unlimited pool of trained and experienced millwrights is also able to travel to the affected area.

SSMRC contractors are ready to act when the time is right, with fast deployment of millwrights with the right certifications, qualifications, and credentials for even the most stringent of factories, refineries, energy plants, airports, etc.

These contractors know that every day that a facility is offline means millions lost. Solidifying your rebuilding plan with an SSMRC contractor gives you peace of mind that full crews will tend to your damage and get you back up and running ASAP.

Excellence is the family way for Local 1192's Wayne McCrary

Building a better and stronger union has been one of the main focuses of the SSMRC since its inception. It prides itself on training, safety, efficiency, and dependability, and uses these characteristics to capture market share and ultimately, a good livelihood for all members. The force behind such a mission is the drive of those members who are pushing themselves, who care about their union and their work, and who encourage others to do the same.

One such member is Wayne McCrary. Wayne joined Local 1192 on July 28, 1966. His father, three brothers, and two nephews have also been union millwrights. Wayne said that for him, being a union millwright is, "It's, well, it's in the blood."

Because of this, he understands how younger and newer members will be the face of the union in the years to come and has made helping guide these members a top personal priority.

When asked how the union had benefited him the most, after some thoughtful contemplation he simply said, "I've made a good living. I've always been able to keep a job and make good money."

Wayne said that one of the best things the union has taught him is a good work ethic. He learned the importance of showing up on time and working hard by being a union millwright, and he never felt behind in his life compared to what he could've done with other occupations.

"I never felt that another occupation could get me any farther than being a union millwright has."

Wayne's work ethic and initiative paid off, as he worked his way up and eventually became a superintendent for many

contractors. To accomplish this he plainly said that, "I was always trying to do the right thing."

His advice for those coming up through the ranks behind him is to take initiative. The good living that he made and the success he has had while being a union millwright is available to anyone if they just have the initiative.

"Initiative is what it takes to succeed," Wayne said. "You get what you put in. You have to work hard, but you get what you put in."

He wants all to know that by bettering yourself, you better your union as well.

When on a job, the member is a representative of not only themselves but their union as a whole. He added: "Never stop learning. Try to do new things and always keep trying to accomplish the next level. Always attend your union meetings!"

Wayne believes that these keys to success are not only for the member, but the union as a whole. He warned that unless this is passed down from generation to generation, the strength that we now have will no longer be there.

"If what we have learned and the good practices that we now have are not taught, not only will we not grow, but we will regress," he furthers.

When talking to Wayne, it is obvious that this is a subject he cares about and does his best to teach those around him. When asked if there was anything else he would like to add or something else he wanted to say that he was proud of, he said, "I have never jumped the fence. I have never once worked nonunion."



Regional Director Reports

Western Region Report

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

By Rick Halford, Director



IN THE DECLARATION OF INDEPENDENCE, President Thomas Jefferson wrote:
"Governments are instituted among men, deriving their just powers from the consent of the governed."

But how would Americans "consent" to be governed? Who should vote? How should they vote? The founding fathers

wrestled with these questions. They wondered about the rights of minorities. At that time in history, it meant worrying if the rights of property owners would be overrun by the votes of those who did not own land. President James Madison described the problem this way:

"The right of suffrage is a fundamental article in republican constitutions. The regulation of it is, at the same time, a task of peculiar delicacy. Allow the right [to vote] exclusively to property [owners], and the rights of persons may be oppressed.... Extend it equally to all, and the rights of property [owners] ...may be overruled by a majority without property...."

Eventually, framers of the Constitution left the vote question to the states. In Article I Section 4, the Constitution says: "The times, places and manner of holding elections for Senators and Representatives shall be prescribed in each state by the legislature thereof; but the Congress may at any time by law make or alter such regulations..."

The 2014 United States elections will be held on Tuesday, November 4, 2014. During this midterm election, all 435 seats in the United States House of Representatives and 33 of the 100 seats in the United States Senate will be contested in this election, along with 38 state and territorial governorships, 46 state legislatures (except Louisiana, Mississippi, New Jersey and Virginia), four territorial legislatures, and numerous state and local races.

When you go to vote this November, look at the candidates' voting record: Look to see what their votes are on labor rights. Did they vote for labor or do their votes lead to us regressing to the early 19th century and the labor norms of that time? Do these votes improve our family's well being, or do they lower our standard of living?

This is our right as citizens, and if we do not exercise this right then we risk a return to a time that James Madison described, above, and property owners will be electing your politicians.

Look at the votes on the benefits you paid for while working all those years. They call them **"Entitlements."** Look to see who wants to privatize or turn into vouchers, do you really want this? Do your research on the candidates because the "straw man" commercials should not be your only resource for determining your vote.

When you go to vote this November, look at the candidates' voting record: Look to see what their votes are on labor rights.

18th century economist Adam Smith noted the imbalance in the rights of workers in regards to owners (or "masters"). In *The Wealth of Nations*, Book I, chapter 8, Smith wrote:

"We rarely hear, it has been said, of the combination of masters, though frequently of those of workmen. But whoever imagines, upon this account that masters rarely combine, is as ignorant of the world as of the subject. Masters are always and everywhere in a sort of tacit, but constant and uniform combination, not to raise the wages of labor above their actual rate [.]

When workers combine, masters ... never cease to call aloud for the assistance of the civil magistrate, and the rigorous execution of those laws which have been enacted with so much severity against the combination of servants, laborers, and journeymen."

As Smith noted, unions were illegal for many years in most countries, although Smith argued that it should remain illegal to fix wages or prices by employees or employers. There were severe penalties for attempting to organize unions, up to and including execution. Despite this, unions were formed and began to acquire political power, eventually resulting in a body of labor law that not only legalized organizing efforts, but codified the relationship between employers and those employees organized into unions.

As I said, get out and vote. Vote with an educated and independent mind. Vote assuredly and with confidence. Do not vote with only media propaganda formed ideas. Cast your vote based on research and how it will best benefit you, your family, and your union.



Eastern Region Report

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

By Steve Cothron, Director



MARKETING — WE ARE ALL PART OF IT.

The Southern States Millwright Regional Council covers the 11 states in the southern part of the United States. Our Council is made up of more than 5,000 members who are the most highly trained and qualified millwrights in the various industries within the states we cover.

Our training surpasses any and all other entities which train for the millwright profession. We are trained professionals with the aim to bring the optimum value to our contractors and the owners who utilize our services. Our aim is to provide the best value, beginning with safety, quality, cost and performance that can be had in the millwright field.

It all starts with attitude. The attitude of buying into each project individually and collectively as a group to bring the best value to the users of our services—that's what makes us successful.

An important thing we do to obtain more work is marketing. The Council staff has many different avenues to be successful in increasing our work for the members. Marketing is one very important task we utilize to increase work opportunities for the membership. Staff members across the Council constantly meet with our contractors, non-union contractors, owners, owner associations, Vo-Tech schools, military recruiters and other parties of interest through marketing strategies.

One part of marketing that is very unique and stands out, is marketing to the owners. They are the end users of our labor. Their needs are the reason for our services. Getting the message to them about our abilities to bring value is crucial.

The point here is this: Council representatives are not the only ones involved in marketing the Council to our customers. All of us as members are part of marketing every time we report to work. The performance that we do individually and collectively as a group is a direct reflection on the marketing of our services.

You represent the message of what we are trying to provide to our end users. Those end users are the owners. It's very important that we bring the best value to the folks who run these companies every day and every job.

Effectively, you are participating in our marketing strategy every time you go to work. It's about reinforcing our commitment to our customers on every job. The owners are not the only target of our marketing. Every contractor we work for and potential contractors we'd like to work for are also people that are influenced by our marketing.

Marketing is about our image and our brand. We want every potential user of our services to have the right image regarding what our intentions are every time they consider utilizing our services.

Contractors who already work with us are constantly looking for reasons to take more risk in their pursuit of work. The image we project affects their bidding process. If they really want a job, they can lower their margins and obtain more work if they feel we

are on board to produce the best value possible. If they are not as confident they will increase their bid amounts, resulting in fewer opportunities for us as well as them.

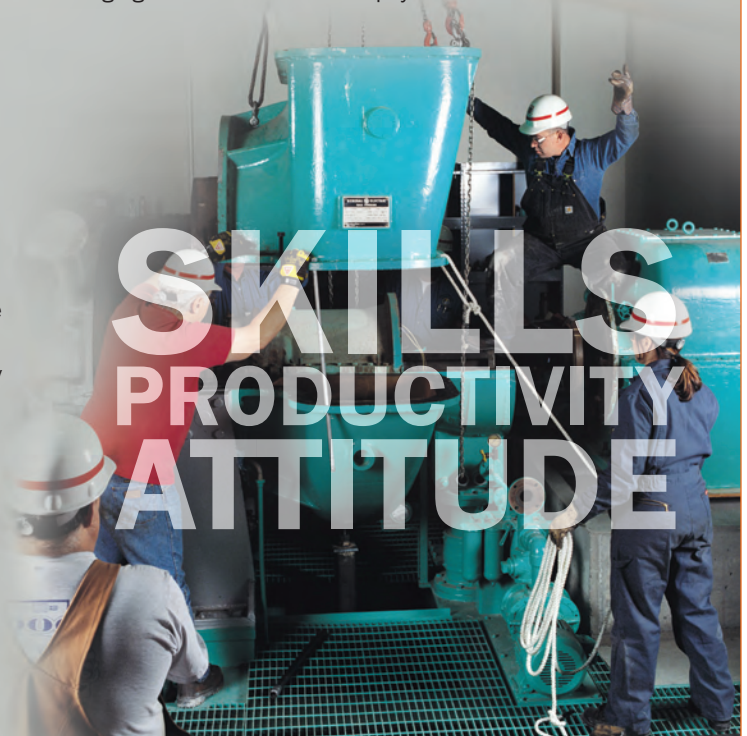
All across the Council, your union is marketing you, your training, attitude, safety, quality, performance and the value of employing union millwrights. The union through the training programs is providing every possible way to empower the membership to be the best value available. Period.

Please remember what each of you do is what verifies what we are marketing. In essence, the membership is a huge part of the marketing. Your presence at work results in marketing the folks who utilize us.

Currently, and in the future, our staff in the Eastern District is marketing Georgia Pacific, Jacksonville Electric, Rock Tenn, Tampa Electric, Florida Power & Light, Duke Power, Georgia Power and many more companies regarding the value of utilizing contractors which employ the best millwrights available to perform their work. The staff in the Western District is doing the same.

Always keep in mind and reinforce to your fellow members the value you all bring into obtaining more work. Come to work to take care of business and get the job done in a proud way. Every millwright should be presenting themselves as professionals and bring a set of tools to work that reflects what a professional would bring.

Practice the qualities of a professional, be on time, be there every day unless excused, support one another, support your foremen, superintendents, and especially, support the objective of bringing value to the folks who pay us.



Regional Director Reports

Marketing & Recruitment Report

By Miguel Fuentes, Director



SSMRC Recruitment Program: What a Difference a Year Makes

Continued from page 1

We also have attracted individuals who are looking to improve their knowledge of the industry and gain a wider range of marketable skills. They understand that gaining skills grants them the opportunity to practice their craft in an environment where they are appreciated for their abilities.

Actually, they are not much different than our current members, who also take great pride in the work that they do and who are constantly looking for improvement.

When we first started reaching out to millwrights already working in this field, we generated lots of interest from folks working along the Gulf Coast area. As the word continued to spread, we have increasingly picked up resumes or received calls from individuals from across the country. These are folks who have heard of the growing career opportunities that exist in our region and who have expressed

interest in relocating to our region to be a part of the industry-wide expansion.

The increased exposure is linked to a few key factors. First, we have a strong marketing program with an equally strong online presence, including our new recruitment website, e-news program and Facebook ads.

These efforts are coupled with community outreach, such as high school and college career fairs, veterans hiring events, contractor forums and association gatherings.

All of these strategies are putting us front and center in terms of workforce development and talent acquisition.

Earlier this year, the SSMRC was invited to participate as both judges and presenters at the Skills USA Texas Statewide Championship in Corpus Christi, featuring more than 1,000 top-level seniors from various Vocational and Trade School programs. Many of the

skills on exhibit were from the mechanical and industrial fields and such sectors as welding, automotive, robotics and marine engineering.

We also attended as presenters and held interviews with returning soldiers and non-commissioned officers at the Ellington Joint Forces Base in Houston and the Non-Commissioned Officers Association Career Fair in San Antonio. Many men and women showed up with resumes in hand and displayed the sort of skills, integrity and professionalism we are looking for in new millwright members and craftsmen. We found that numerous candidates had some sort of skills that match well and transferred to the millwright's trade, which they picked-up during their tour of duty.

We have been spreading the word, creating a brand for our union and attracting the sort of workforce we will need for decades to come. And we are being extremely selective of the type of people we are trying to recruit into our fold. We know it is important to increase the general public's awareness of our industry and the level of character and skills it takes to be a professional millwright.

Because we, too, can count our organization among the few and the proud.



Earlier this year, the SSMRC was invited to participate as both judges and presenters at the **Skills USA Texas Statewide Championship** in Corpus Christi, featuring more than **1,000 top-level seniors** from various Vocational and Trade School programs.



Good Help is **Not** Hard to Find

Here's a sample collection of comments from applicants...

I just finished my associates degree in Industrial Maintenance and am interested in becoming a union millwright.

I have a welding certification and would like to use it to the best of my ability.

I am interested in learning more about this organization and would like to see how I can become a part of it.

I have no experience in this area but I am very interested in learning. I am a hard worker and learn very quickly.

I have been working as a turbine mechanic for 6 years. I am very interested in going union.

I am a Union Ironworker looking to better myself and change careers.

I have 10+ years in the plant environment. I have my TWIC and I'm willing to learn and advance my career.

I am a crane operator working on a couple of outages with your millwrights. I am very interested in your union.

I am a retired US Coast Guard Chief Machinery Tech and I am interested in joining the millwright union.

I am currently deployed to the Middle East. I will be home in the middle of July and am interested in becoming a millwright.

I am a retired USMC machinist residing in Japan. I want to return to Alabama.

I am an engine man in the US Navy and skilled with pumps, heat exchangers, and air compressors.

George Wright Retires, Leaves Legacy of Hard Work and Commitment to Excellence

Since the last issue of The Millwright, the SSMRC has bid farewell to George Wright, Area Coordinator at the Houston Texas training center, who retired after 38 years of service to Local 2232.

George, who hung up his hard hat for the last time at the end of 2013, was indentured on March 15, 1976 when he entered the millwright apprenticeship program at the Houston training center.

George always showed drive and had numerous achievements in his career. He became a millwright instructor in 2000 and has taught classes at the training center in Houston as well as other training centers in Texas.

He was also the president of his Local. George showed his ability as a leader not only on the job site and in his roles in the Council, but he also showed ability and

motivation to better his union with his involvement in perfecting the training that our members receive.

He became the Area Coordinator for the Houston Training Center in 2010. He was involved with the remodeling of Building A at the center and setting it up for Petro-Chem training and helping with the development of the reciprocal compressor training program as well.

"George has been instrumental in the recent progress that has been made in the petro-chem training," said Executive Secretary-Treasurer Dennis Donahou. "Because of this and his leadership within

his Local, he has been a valuable asset in forming this Council."

Those who know George, known to some as "Big George" or "That Football Player," also knew about his love for football. George played high school football at C.E. King in north Houston, and also played at Sam Houston State. With these teams, George won numerous awards, including All State. In 1969, he caught the eye of the Baltimore Colts, who drafted him to play professionally as defensive tackle.

In 1971, George teamed up with football legend quarterback Johnny Unitas and took the Colts to Super Bowl V, where they beat



Dallas, 16-13, for the championship. George says he is proud to be a member of that 1971 team and fondly tells the story of how his team beat the Dallas "Cowgirls".

In fact, numerous friends and acquaintances have had the experience of dropping

a quarter through his Super Bowl ring that is sized to accommodate his pro football-sized hand.

George is a hunting enthusiast and in his spare time enjoys collecting guns and reloading ammunition. We wish him a long and happy retirement with many bullets.

We can take comfort in that George will always be a member of 2232 and will continue to help his Local and his union whenever he can.

EST Donahou and the SSMRC staff bid George good health and good luck at his last staff meeting.



Business Representative Updates

Local 216

By Donnie Newton, Business Representative



WORK HAS PICKED UP since our last newsletter and work is available for all those willing to travel to where the work is. We are getting more opportunities to work in new industries due to the efforts of our team working together to gather more new market share, and new contractors seeking the skills and professionalism of our membership.

From the EST to the leaders on the job site, our collective efforts are producing the results we have been working for. With this in mind, now is a great time to review our responsibility of being a member of our local and regional council. We need to stay focused on the skills it takes to get into these markets and our dependability to hang on to this work once we secure it.

I ask every member to take into account that our contractors



Local 216 members load a press at Metal Container Corporate in Oklahoma City.

put their finances and reputation on the line on every job they do. If they are successful, we will be successful. Every job we get called out to is an opportunity to show everyone that we are the best choice to do

the work.

I ask every member to take pride in and be accountable for your work. Also, take the work that is being offered, because even if it doesn't seem to be a big money maker, the next job could be. However, it certainly won't be if the contractor doesn't have the confidence to bid the next one.

Have a good attitude and be productive. Take advantage of all the training being offered to give you more opportunities to work in these new markets. Remember, as a union millwright, a good reputation is vital to being requested for work when it becomes available.

If you practice the above rules you will have a successful career as a union millwright and will get an opportunity for steady employment.

Every employer wants and needs employees that are trained, productive, and dependable. Our signatory contractors and our membership deserve and need that to compete in the world market. Let's remember that we are all part of an organization that is bigger than just one person and that working together we can accomplish our goals.

Thank you for your commitment and efforts to be the very best we can be.

Local 729

By Kevin Curley, Business Representative



MILLWRIGHT LOCAL UNION 729 is preparing for all the work that I reported on in the last edition of The Millwright.

The Southern States Millwright Regional Council, Millwright Local Union 729, and the Central South Carpenters Regional Council Training Program have teamed up and have been heavily recruiting millwrights in

western Louisiana to man those jobs that I spoke about in the previous editions of The Millwright.

We started with recruiting students from SOWELA Technical Community College, which is located in Lake Charles, Louisiana. We are actively attending hiring events at SOWELA that only union millwright contractors are invited to. Miguel Fuentes, Director of Marketing and Recruitment for the SSMRC, Ray Calamari who is the Apprenticeship Director for the CSCRC and I have been invited to attend to recruit their millwright students, welders, and inside machinist.

We are attending job fairs at the Business and Solution Center Calcasieu Consortium in Lake Charles, LA, where we are recruiting unemployed veterans and millwrights to join our organization. We are also recruiting millwrights from numerous Work Force Commissions and Vocational Technical Colleges located throughout the entire state of Louisiana to prepare for the billions of dollars in construction work that will be worked in the state of Louisiana over the next few years.

Since the last edition of the The Millwright, Millwright Local Union 729 has worked the following outages:

- Siemens had outages at Acadia Power Plant, in Eunice, LA; Dolet Power Plant, in Mansfield LA; Nelson Power Plant, in West Lake, LA; Nine Mile Power Plant in Westwego, LA; Tech 3 Power Plant in Baldwin, LA; Waterford I&II Power Plant in Killona, LA; and Waterford III Nuclear Power Plant in Killona, LA.
- Day & Zimmerman had outages at Little Gypsy Power Plant located in La Place, LA; Michoud Power Plant in New Orleans, LA; Nine Mile Power Plant in Westwego, LA; and Waterford I&II Power Plant in Killona, LA.
- D&Z landed some turbine work at Michoud Power Plant that would normally be assigned to Granite. Granite is the non-union side to General Electric.

Our new training facility with offices will be located in Metairie, Louisiana. Millwright Local Union 729 will be opening up a new satellite office in this new facility.

- APComm Power, Inc. had outages at Nelson Power Plant in West Lake, LA; and Syngenta in St. Gabriel, LA.
- Atlantic Plant Maintenance had work at Dow Chemical, located in Plaquemine, LA
- Universal Plant Services has work at Marathon in Garyville LA; Exxon/Mobil in Baton Rouge, LA; and SHINTEC in Plaquemine, LA. UPS is the first union millwright contractor that has performed work in Marathon in approximately 10 to 15 years.

I'm happy to announce that the SSMRC negotiated a 4% wage increase with the Millwright Contractors Association, which became effective November 1, 2013. This is a \$1.41 per hour wage increase toward the total wage package, of which \$1.06 per hour will go on the check and \$.35 per hour will go toward the pensions. The MCA hourly wage rate in 2013 was \$25.75 per hour, and

effective November 1, 2013 it is \$26.81 per hour. The duration of this collective bargaining agreement is from November 1, 2013 to August 31, 2014. It was negotiated in this agreement, effective the start date that all employees will be required to furnish and maintain a minimum of three sets of Nomex/flame resistant clothing (FRC).

Congratulations to Jeremy Bergeron, Henry Brown, Jason Coleman, Jeremy Fuller, Eddie Holder, and Peter Reaux who recently graduated from the Central South Carpenter Regional Council Training program.

I'm also happy to announce that the Central South Carpenters Regional Council is building a new Training Facility with offices and it will open in the fall of 2014. Our new training facility with offices will be located in Metairie, Louisiana. Millwright Local Union 729 will be opening up a new satellite office in this new

facility. We will continue to operate out of our existing office located at 9410 Lindale Ave., Baton Rouge, LA. Therefore Millwright Local Union 729 will have two offices: one satellite office in Metairie and the other in Baton Rouge, LA. All dues payments and mail will continue to be mailed to our Baton Rouge office.

Siemens is strictly enforcing that you have

a updated 40 hour rigging training, Millwright 16 hour training, Human Performance training and a 8 hour Hytorc training in order that you work on any of their job sites.

If you need any of these training classes or need to update any of them please call one of the training centers in Louisiana, the Baton Rouge Training Center at 225.927.6176 or the New Orleans Training Center at 504.945.3127 to schedule your training. Also don't forget to go to www.southernstatesmillwrights.org to obtain training, news, and events inside the Council.

Please don't forget to update your skill code sheet when renewing your 8-hour Basic Plus Training, Power Safe Training and your TWIC security background check even when paid for by the Local and return your updated skill code sheet to the Local.

In passing, we would like to pay our final respects to Merlin Crawford, Ronald Lary and Bruce Norred. These members will always be in our prayers and thoughts.



Local 729 members take advantage of training opportunities. They are: (below) Christine Barton; (above left) Henry Brown (left) and Eddie Holder (right); and (above right, left to right) Fleet Wallace, III, Joe Kennedy, Jr., and Samuel Ducksworth.



Business Representative Updates

Local 1000

By Cliff Tucker, Business Representative



AS MANY OF YOU MAY KNOW, I am in my first year as the business representative for Millwright Local 1000 in Tampa. I am still learning every day. My main goal is to represent every member and every contractor to the best of my ability.

I have been looking for work in many different areas trying to level out the slow times between outage seasons. Our members have also been working very hard and it is paying off with more jobs being awarded to our contractors.

We have picked up some good jobs in the airport industry. We are currently working in Ft. Lauderdale, Miami and Orlando airports. The Orlando project is over a two-year project and has the possibility of going longer.

There is talk of a very large project at Tampa International Airport that could put many of our members to work close to home. Working in an airport is a great job with a chance to work with many of our millwright skills, such as centerline work, layout, welding and blueprint reading, just to name a few.

The job in Orlando has been going on since May of last year. The contractor, February Enterprise, is bidding other work at Orlando as well as other airports around the country. With the hard work of our well-trained members, we can help our contractors get more work for our future.

Just a reminder to all of our members: Safety doesn't end on the job. We have been having some car accidents on the way to and from work. We lost one of our brothers Joshua Nye MacNicol last month.

Josh had only been a member since December. This was his first job with the Millwrights. He was very proud to be a union millwright and we were proud to have him for the short time we did. Joshua was a veteran of the United States Army and he will be missed. So, brothers and sisters, please keep safety in mind all the time.



Work at the Orlando Airport is expected to last more than two years

Local 1192

By Wayne Jennings, Business Representative



AS WE WORK OUR WAY THROUGH 2014, I hope all of us are concentrating on the goal of making 2014 be the best year of the Council so far. To do so we must be ever-diligent to be a good and responsible member. Let's take a look at the things that can help make each of us a better and

responsible member.

What we all agreed upon.

We all agreed, of our own free will and accord, that we solemnly and sincerely promise on our sacred honor to abide by the constitution, laws, and will of the majority, to observe the bylaws and trade rules established by our local unions and district councils. We agreed to use every honorable means to procure employment for our brother and sister members. We pledged to be obedient to authority, orderly in meetings, respectful in words and actions, and charitable in judgment of our brother and sister members. We all made this promise and pledge when we joined the United Brotherhood of Carpenters.

Take a moment and think back to what it meant to make that promise at the beginning of your career with the UBC. What were you thinking? What were your expectations? What did you bring to the table? What was your objective (to be part of a professional organization with representation, provide for your family benefits, competitive pay, and a prosperous future)? These things are earned—not given.

Let's look at the objectives of the UBC.

"To organize workers, to encourage an apprenticeship system and a higher standard of skill, to develop, improve and enforce the program and standards of occupational safety and health, to cultivate friendship, to develop good public relations in the community, to assist each other to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, to establish a weekly pay day, to promote the establishment of fringe benefit plans for our members through the collective bargaining process, to coordinate bargaining toward the goal of taking wages out of competition, and by legal and proper means to elevate the moral, intellectual and social conditions of all our members and to improve the trade in every way possible."

Let's take a look at the things that can help make each of us a better and responsible member.

Have you noticed that these objectives are for the advancement of everyone? None of these objectives are singular nor are they for one and not the other. These objectives are for the advancement of all and it takes the effort of all to reach them. What can we do to enable the UBC to accomplish these goals?

What are our responsibilities?

We remember: Obligation; abide by the constitution and laws; observe the by-laws and trade rules; be a faithful worker. Our Constitution describes a faithful worker as: "Performing our duties to our employers with honor to ourselves and our organization."

We should be and need to be the example of a faithful worker. We should show up fit for duty with a professional appearance and great attitude—ready to perform our assigned work in a professional and productive manner with minimal delays, low absenteeism, no late starts or early quits. We have to be the best at what we do to accomplish the objectives our organization has laid out before us.

We Help to Organize: Here we need your help in organizing individuals who possess the potential of becoming great millwrights. These individuals should have good morals, work ethic, loyalty, and commitment—individuals who we are proud to call our brother or sister members. Individuals who we know will represent our organization well.

Our organization is our members.

We encourage an apprenticeship and we encourage our apprentices. We become mentors and help the apprentice mature into a professional millwright. This will ensure our future as a sustainable organization with a bright future for all. The apprentices are the leaders of our future, the very heartbeat of our organization, whom we must teach and encourage. We need fresh minds with new ideas, and new techniques. The world changes fast and we must change, adapt, and evolve or we will be left behind.

We must hold ourselves to the highest standard of skill. We are members of the best organization in the world, which allows us to obtain upgrade training, no matter where we are in our careers.

The UBC is ranked sixth in the nation for producing educational material. The UBC spends more than \$200 million annually to make our apprentices the standard of excellence in the work force. The opportunity for you as members to receive the training to become the best millwright you can possibly be is at your fingertips; all you have to do is take advantage of it.

Show the commitment to our customers that we are the best trained in the industry, that we have the skills to make them

successful by being the safest, most productive, professional work force the market has to offer. Learn your trade, implement your craft and bring value to the job site.

We must maintain a safe work place. Nobody wants to see anyone get injured. Commit to a safe work place, make it a top priority and do everything you can to ensure a zero-accident culture. Be your brother's/sister's keeper. Help others to avoid risks that could potentially cause an accident. You owe it to yourself, your family, and everyone you work with and work around.

Cultivate friendship and help one another. This is something we do naturally. We should strive for friendship amongst our brothers and sisters, and other co-workers. We depend on each other. We should uniformly strive to strengthen our organization and become the most sought after labor force available; the most valuable tradesmen known to the industry – the UBC/SSMRC member.

Ask yourself the tough questions.

I am asking each and every member, from the first year apprentice to the 40+ year staff member, to perform a self-evaluation. Ask yourselves, "Am I doing all I can to help our organization? Am I upgrading my skills? Am I showing up for work on time, every time, fit for duty with a safe, professional, productive

attitude? What do I have to offer and where can I improve? Am I the best value for the dollar?" Answer these questions honestly. Continually be looking for ways of self-improvement. Encourage and motivate others to become the best millwright they possibly can. It takes all of us moving in the same direction.

In closing, I hope this message reminds some and influences others of the importance for all to be faithful workers and uphold our responsibilities as safe, professional, and productive millwrights.

The proof of our worth is the performance of our members on the job site. A member's performance gives the management of our organization the ability to negotiate and bargain for the good of all. Also, keep in mind our lack of safety, professionalism and productivity will hinder our ability at the negotiation tables and slow the growth of our organization and jeopardize the future of all.

If we, as members, do not display these characteristics, we defeat ourselves, our brothers and sisters, and ultimately our organization. We are all in this together and we all must hold ourselves to a higher standard. We must set the bar for what all contractors and end users expect on their job sites.

So, are you striving to strengthen our organization? After all, you did promise...

Opportunity is knocking, we just have to take advantage of it. Contact your local training facility and take the next step. Only you can make it happen.



Business Representative Updates

Local 1192

By Jeffrey B. Smith, Business Representative



FELLOW MEMBERS, Local 1192 is off to a great start in 2014. Our contractors have been busy in the power generation, maintenance and new construction industries along the Gulf Coast, keeping members busy and providing long

term employment opportunities here at home.

The new 40-hour apprenticeship classes that were implemented in January were an overall success. We had a good turnout and a lot of support from our contractors and apprentices throughout our jurisdiction. With member dedication to training, in combination with the right attitudes, we are well underway to ensuring customer success, while obtaining more working opportunities.

Training is the hallmark of an SSMRC millwright. In the industries that we service, we have a tripartite relationship with our contractors and their customers. We all have the same common goals; safety, productivity and success.

It starts with us as members.

Through quality training, the desire for excellence and a good safe productive attitude, we can supply our contractors with the manpower that their customers want and need, as well as a good reason to be called back for the next job. We, as members, need to continuously police one another on safety, productivity and professionalism on our job sites.

We can do some simple things that can make a huge difference from the contractor and owner perspectives, such as:

- Prevent late starts/early quits.
- Cut-out the long coffee breaks.
- Dress for success and fit for duty.
- Resist the urge for job hopping.
- Have a can-do and will-do professional attitude.

Our Standard work product is Precision & Productivity!

Our goal is to keep our employers and their job sites supplied with the best trained and most highly qualified millwrights in the industry. We are committed to meeting that goal and meeting it every day.



Local 1263

By Mike Hamilton, Business Representative



SO FAR, 2014 HAS BEEN A YEAR WITH A DRASTIC UPTURN IN WORK for our members and for that we are all grateful. We look for there to be a continuation of work opportunities as this year goes by.

The spring powerhouse outages required a greater number of millwrights than in the recent past. The demand for millwrights in Georgia, North Carolina and South Carolina, and, indeed, across the entire

nation has shown an increase.

This year, we have had outages at Duke's Cliffside Power Plant in Mooresboro, NC, and at the Rowan Plant in Salisbury, NC, both with Turbine PROS. Siemens Generation Services performed an outage at Duke's Rockingham Power Plant in Reidsville, NC. Also, we had a short job at Dominion Power Plant in Roanoke Rapids, North Carolina.

In South Carolina, we have had outages at SCANA Energy's A. M. Williams Power Plant in Goose Creek with Siemens. AIRCO performed a job at International Paper's Georgetown, SC plant.

In Georgia, we have had outages at Southern Nuclear Plant Hatch and at Southern Nuclear Plant Vogtle with Atlantic Plant Maintenance. Fluor Maintenance Services, Cleveland Electric, Atlantic Plant Maintenance and ENERFAB have all performed work at Georgia Power Plant Bowen. Fluor and Cleveland have outage work at Plant Hammond and Fluor has also performed outage work at Plant Jack McDonough. National Steel City has started new construction at Plant Bowen on bag house installation. Siemens has had an outage at Oglethorpe Power's Plant Chattahoochee also. There is new construction at Plant Vogtle installing Units 3 and 4, performed by CB&I as well.

We have also seen an increase in paper mill work in Georgia and in the Carolinas this spring. Also, we have had several contractors, including UMD and OAS Millwright Services that specialize in tire plant work perform work at two Bridgestone Plants in South Carolina, another Bridgestone Plant in North Carolina and another contractor, Electronic Systems, which has performed work at the Continental Tire Plant in Sumter, South Carolina.

At Savannah River Site in South Carolina, there has been an increase in millwright work. Earlier this year, Savannah River Remediation Construction

All of the increased demand for millwrights has been because of our members' readiness to take training classes to improve their skills.

Local 1263 welding class participants are (back row, l to r) Tim Story (Instructor)

Chris Porter, Kenneth Satterfield, J. Lemiel Neesmith, and Nathan Coursey; (middle row, l to r) Terry Sykes, Fernando Ibarra, Cameron Davis, Jeremy Wade; (front row, l to r) Jerry Anderson, Chris George, Jason Hutcherson, Abel Cerda



announced a major milestone of more than 26 million safe work hours and 15-plus years without a lost time injury. I want to thank all of the millwrights and all of the trades working there who have made this possible.

In March, BMW announced a \$1 billion expansion at their Spartanburg, South Carolina assembly plant, which is supposed to be completed by 2016 and will increase production by 50 percent. We are currently trying to encourage our contractors to make a concentrated effort to bid this work in an attempt to secure additional employment opportunities for our members.

We encourage all of our members to take the opportunity to go to the Carpenters International Training Center in Las Vegas, Nevada, participate in classes there and see the continuing efforts the United Brotherhood is making to provide advanced training to the members. They have installed a dive tank to train underwater welders which is large enough to train two welders at the same time. The training center is installing another steam turbine and several automotive robots to offer robotic repair and trouble shooting. There are two new virtual welding training machines on which members can learn proper welding techniques and the training department is constantly updating class materials.

All of the increased demand for millwrights has been because of our members' readiness to take training classes to improve their skills, which makes union millwrights more marketable, by our members' willingness to work together as a team and through members' efforts to increase their productivity on the jobs.

As new opportunities arise, union members must continue to make ourselves more skilled, better trained and even more ready to face the demands of a changing construction market.



Local 1421

By David Bonds, Business Representative



GREETINGS ALL! In discussions with contractors over the years I have had several say "Give me a guy willing to learn, comes to work to work hard every day, and has the right attitude and right TOOLS to do the job, I will take him every time." So much of time we are directing our attention to the all other aspects of this statement except for one, the *Right Tools*.

There are many ways of looking at tools or Tools of the Trade; defined as "things or tools that a person needs to make a living." So let's look at "tools" in relevance to other occupations. Imagine your doctor walking into the exam room with a toy stethoscope. It's still a stethoscope, right? Does the same thing; listens to your heartbeat and breathing. But how comfortable would you feel about the doctor's competency? Would you pay or treat this doctor the same as a "professional" doctor with "professional tools"?

I am not saying all your tools should be the most expensive available today, but invest in yourself and your reputation as a union millwright by purchasing high quality, name-brand tools. Believe me when I say that your tools are a direct reflection of you and your abilities as a millwright. In today's world of cheap tools and tool boxes (especially plastic or graphite boxes) it is easy to say "yes" because they are so cheap. However, I assure you, when you arrive on a job and your employer sees you lugging in a plastic box filled with cheap tools, his opinion of you is different and you have planted a seed of question and doubt. His question being "is this guy really a highly qualified professional millwright, with such cheap tools?"

In addition to quality of tools, you should also have the tools to do the job. Understand, there are different tools for different sectors of our business and some contractors on certain jobs request you do not bring all your tools. However, these jobs are on rare occasions and this is not the point I am trying to make. The point is that in almost every Collective Bargaining Agreement there is a "Journeyman Tool List", or as in our local area agreement an "Apprentice Tool List" as well. This list is developed by both the union and the contractor as the basic tools a millwright should carry, but most experienced millwrights have more and do so to be sure they are prepared for each job they are referred to. Contractors expect you to have these tools (tools of the trade), and when you show up without them they feel cheated, embarrassed, and betrayed.

If I had a dollar for every time I received a phone call over my career representing millwright members about someone not having tools to do the job, quality tools, or come carrying their tools in a two dollar plastic tool box, or even a bucket I would not be writing this article today, but I am retired and have no thoughts about money.

So why do Contractors get so frustrated they feel the need to call a Business Representative to vent? It's because they have made the choice to pay a little more and invest in high quality labor, not in cheap labor. By doing so, they expect a higher, better quality worker, with quality tools and right tools to do the job. Remember, there is always a choice to go "cheap," even when choosing a labor force. So if you pay extra for something, you expect more. Remember, not only are we being judged by the contractor but by the plant owners we work for as well.

Business Representative Updates

Local 1554

By Tim Brown, Business Representative



THE VOLKSWAGEN ASSEMBLY PLANT IN CHATTANOOGA has already received \$577 million in state tax breaks and assistance to build its state-of-the-art facility. Officials are considering whether it will expand the Chattanooga plant and add 2,000 workers to build SUVs, or send the work to Mexico.

Add to that, the city and county are footing the bill to excavate the 1,200 acre site called Enterprise South Industrial Park, because Volkswagen officials wanted to see what the property would look like if it was a little bit flatter. They are also building the interstate exchange that gives direct access from the Volkswagen plant to I-75 at exit 9.

During the construction phase of the plant, very little of the work went union. None of the carpenters' work was union, some of the electrical work was union, very little of the machinery work went union (about 10%), and a small portion of the iron work was union. Some of the people who came in from other states and the surrounding areas, were bused to and from Chattanooga each morning and evening or at the beginning of the week and then returned on Friday and Saturday after staying in a motel all week.

Tennessee's legislature, along with well-funded conservative groups, are not letting the UAW in without a fight. Recently, in the days and weeks leading up to the vote at the plant, U.S. Senator Bob Corker, the recent Chattanooga mayor who brought Volkswagen to town, has been barnstorming media outlets to complain about Volkswagen's betrayal and going on record to say they are willingly open to the idea of creating a Works Council that includes UAW Representation.

U.S. Senator Corker also stated, on the first day of the voting, that if the workers vote against UAW representation, Volkswagen will announce in coming weeks that the new SUV line will be built in Chattanooga. Volkswagen's CEO, Frank Fisher, quickly released a statement saying there is no connection between the Chattanooga employees' decision about whether to be represented by a union and where the company chooses to build the SUV line.

Republican State Senator Bo Watson threatened Volkswagen directly, warning that a potential expansion at the plant would have a "very tough time" winning tax incentives from the Republican-controlled state Senate, if the election succeeds. State Senator Watson even said at a news conference that letting the UAW into the Volkswagen plant is UN-AMERICAN.

Republican Tennessee Governor, Bill Haslam, tried to discourage Volkswagen from backing a union, warning that a UAW win will discourage companies from investing in a state where 6.1 percent of workers were union members in 2013.

It's been several weeks now since the election and VW nor anyone else has come out to say that the Chattanooga Volkswagen plant will be getting the expansion for the Volkswagen SUV line.

UAW organizers have been emphasizing their willingness to collaborate with Volkswagen to create a Works Council that will resemble the Works Councils that Volkswagen has in place in other plants, to assist in management and production decisions. Volkswagen executives have openly vowed to stay neutral, in an effort not to influence the voters in any way. Volkswagen also has acknowledged their desire to have a Works Council in place at their plant but United States law requires that there must be a union in place before a Works Council can be put in place.

A few months ago, more than 1,550 Volkswagen employees voted on the issue of being represented by the UAW. After the votes were counted, Volkswagen workers rejected union representation by a vote of 712 against, to 626 for representation. This is a difference of only 86 votes, which meant that only 44 more votes (of those 86) for representation would have swayed the workers to go union.

Almost immediately after the vote the UAW asked the National Labor Relations Board to order a new election, since so many influential outside interest groups and politicians tried to coerce workers to vote against union representation. The purpose of NLRB elections under federal law is to give the employees the ability to make free and informed decisions about being represented by a union.



Some labor law professionals think that the comments made by Senator Corker would give the National Labor Relations Board grounds to set this week's election aside and hold it again at a later date because Senator Corker's remarks interfere with the conditions that federal law requires for such elections. There are few precedents where a party, other than the employer, attempts to intimidate the employees before an election.

As I write this article, it's been several weeks now since the election and VW nor anyone else has come out to say that the

SSMRC Millwrights from Local 1554 joined a rally to show support of the Chattanooga Building Trades and the United Auto Workers prior to a vote for union representation at the local Volkswagen plant.

Chattanooga Volkswagen plant will be getting the expansion for the Volkswagen SUV line. I guess U.S. Senator Corker and all of his colleagues are working feverishly behind the scenes to try to get Volkswagen executives to announce that the SUV expansion will be coming to Chattanooga. After all, they certainly showed Volkswagen that they are ready and willing to make things happen the way they see fit.

How You Can Help.

- Do your best to be an informed voter.
- Be as well educated as you can about all of the circumstances, options, past history and future opportunities of anything that you might have a chance to vote on.
- Learn about those seeking office, whether the office is a Federal position or local political positions. As you can see from this perfect example, some politicians say they are for certain things, unless those certain things stand to work against their political ambitions. Nearly all lawmakers say they are advocates for a free market system. This means they want the business owners and business professionals to use the financial markets, government legislation and personal-professional clout to manipulate industrial and commercial markets in a way that benefits the politicians and their business counterpart's best interest.
- Stay informed on the issues and the candidates.

Local 1554

By David Park, Business Representative



year with more than 800,000 man hours.

In the summer months, there appeared to have been a considerable drop in hours until several jobs started coming in. It began in Memphis with St. Jude, Hershey, Allen Steam Plant and the combustion turbine outage in East Tennessee, there was a Dewatering facility at Bull Run and then a huge project at Raccoon Mountain.

Most of these jobs would be considered long-term, given the nature of our industry.

Although these jobs were only 40 hours and offered no overtime, we were thankful to be working during a slow time of the year.

The local still managed to hit more than 800,000 man hours. Here is a breakdown of where hours were worked:

- **Maintenance 358,000**
- **Power Generation 258,000**
- **General Construction 67,000**
- **Automotive Industry 85,000**
- **Routine work 15,000**

2013 was a great year and 2014 is starting off extremely well.

There are several issues happening within the Tennessee State Legislature that I feel the need for everyone to be better informed, because it affects us all.

State Representative Jeremy Durham (Williamson County) and State Representative Holt (Weakley, Obion, and Carroll counties) have several bills being presented before the State against union activities. What do they mean?:

HB 1687 prohibits certain union and employee organization activities (picketing) where a person could be fined for a disruptive activity (could include boycott campaign etc.). The bill makes it a criminal offense to break this law.

HB 1688 makes it a criminal offense for acts

BROTHERS AND SISTERS, I want to begin with a recap of 2013. Although work slowed due to job completion at Nissan (paint and battery line) and GM (engine line), those projects made 2013 an outstanding

involving mass picketing and targeted residential picketing (covers obstruction and delivery of goods).

HB 2030 requires a union person or union activities to be charged with criminal trespass if they are not employees of the property owner.

If you would like more information on these bills, visit the Tennessee Legislature website at: www.capitol.tn.gov, then click Bill Search (ex. HB2030). There is also video available online.

A quick search in a video-based website will give you some more information on legislative procedures.

The National Labor Relations Board continues to govern how a worker can protest. These bills will criminalize speech that is lawful under Federal Law and the United States Constitution.

Representative Durham states that Tennessee has had the largest growth of

union membership in the last year and feels preventative measures should be taken to protect companies. State Representatives and State Senators in Tennessee have made it very clear how they feel about union families.

BE CAREFUL HOW YOU VOTE!

Congratulations to the following millwrights for achieving 25 to 30 years of service:

- 30-year members: Kermit J. Stiles
- 29-year members: Mark Goins, Mike Valentine, Randy Martindale,
- 28-year members: Eric Measel, John R. Tyree, Tony Wilbanks, Milton Smith, Tim Brown, Steven Crocker
- 27-year members: Charlie Dalton, Dan Garland, Steve Truell, Bobby Hager
- 26-year members: Ronald Wollenweber, Argil Ashley, Mike Nesmith, Tommy Blevins, Karla Gorman
- 25-year members: Mike Kolodi, Tim Blackburn, Mark Harwood, Robert Knowles, Virgil Lewis, Neal McGuire, Hoyt Tidwell, Denver Isaacs, Johnny Lowry, Donald Redden, Clara Sharp, John Stevenson, Michael Norwood, Steven L Sanders, Paul Peal, Mark Reyn-olds, Daniel Stanfield, Wesley Bowman, Dean Cunningham, Steve Parrish, Eddie Williams, Jimmy Cope.



Good luck to Chattanooga Local 74 member **Victor White** in his bid for the Tennessee State Executive Committee.

Business Representative Updates

Local 2232

By Mike Hines, Business Representative



IN THE PAST ALL YOU HAD TO DO AS A MILLWRIGHT was show up on the job with your tools, knowledge, and willingness to get the job done. Then the industry added drug testing and site-specific videos.

Now, with the evolution of the industry, we have been given several more hoops to jump through just to get our members on the projects, such as a resume, background check, documented millwright-related classes (pumps, compressors, rigging), TWIC cards, hair follicle testing, and permit classes.

You can directly help us grow market share, by doing the following:

- **Participate in journeyman upgrades**
- **Make sure your resume is on file at union hall**
- **Renew all cards or classes before they expire**
- **Be current in the drug program if your Local has one**
- **Be willing to adapt to changes as sites require more to enter their facilities**



Scaffolding Training



Scaffolding Training



Rigging Training

With this industry busting at the seams and about to explode with expansions coming up, the manpower needs for qualified millwrights will be at an all-time high. The biggest growth area will be with compressor industry. Members need to take all these things into the account so you are prepared to go to work.



Compressor Training

Local 2232

By James Rowland, Business Representative



"THE ANCIENT BUILDER OF MILLS was the first mechanical engineer on record. In time he was called the 'millwright'. The millwright—even down to comparatively modern times—was the only person capable of designing, building and placing machinery and planning buildings for its accommodations, not only in flour mills, but in factories or wherever machinery was employed."

- B.W. Dedrick, National Miller, Chicago, 1924

Before the invention of the steam engine in the 1700's, the primary sources of power were wind and water mills. Early millwrights would engineer and build the mills for whatever purpose they might serve, such as grinding flour. In those days the millwright would not only design the system of the mill, but he would also carve the gears and machine parts from wood. This is how the millwrights fall into the realm of carpentry.

Millwrights were officially adopted into the UBC in 1884 and have been a strong part of the brotherhood ever since.

"The ancient type of millwright has passed away. He has gone with the old time carpenter and obsolete shoemaker—the former with 500 pounds of molding planes and wood-working tools, the latter with nothing but pegging and sewing awls, hammer, and knife..."

- James F. Hobart, Millwrighting, 1919

In the early 20th century, the industrial revolution changed the job scope and function of most millwrights. With new methods of working metal and the increasing supply of better power systems, the millwright transitioned out of the design phase and into an implementation role. Millwrights would construct machinery and systems based off an engineer's plans.

Over the years, the millwright trade has continued to evolve. The modern millwright works with lasers, computers and even robotics. The push for facilities to produce their products at higher capacities, efficiency and quality has driven the need for quality trained millwrights to a high point not seen in many years.

We in the SSMRC are lucky to be part of the movement to get ahead in the game. Our council is constantly upgrading our training and pushing change in positive directions so that we may stay ahead of the curve and we will be ready as new technologies emerge to take advantage of them and procure more work for our members.



Local 2411

By Paul French, Business Representative



WE HAVE INCREASED OUR TRAINING OPPORTUNITIES and are aggressively pursuing jobs that require the training that is available to you.

We have had quite a few successful outages so far in 2014. CR Meyer had a Dryer Can Replacement Project at Rayonier that the Rayonier mill manager C. A. McDonald said

“Was the best planned and executed outage he has been involved with in his career.”

Most recently, W. W. Gay Mechanical, with Danny Mullis and some of their best millwrights, installed a polysonic wind tunnel that was unveiled at Florida State University's Aero-Propulsion, Mechatronics and Energy Building in Innovation Park. It also was mentioned in USA Today.

W.W. Gay also replaced a non-union contractor on an upgrade project at West Fraser who was behind schedule and the quality of their work was below West Fraser's expectations. Millwrights came from Florida and Georgia to get this plant back up and running. Thanks to the men and women who helped make this happen.

There is another thing that I would like to talk about, which is our union dues. There are a few members who do not remember the obligation that each of us signed when we became members. “I promise to abide by the Constitution and Laws.....” Section 45. Paragraph B of the Constitution of the United Brotherhood of Carpenters and Joiners of America dues are payable on the first of each month. The section reads as follows: “Monthly dues shall be charged on the books on the first of each month, but a member

does not fall in arrears until the end of the month in which the member owes three months' dues.”

Now that I have made some of you angry let me ask you a question. Do you get angry when someone owes you money and said he would pay you on the first of the month but doesn't pay you and doesn't even call and explain why he can't? I know you have bills and expenses but so do your brothers and sisters that haven't worked as much as you and

who pay their dues on time. Your Local also has bills to pay. Some of Local 2411's worst offenders are members who work all the time.

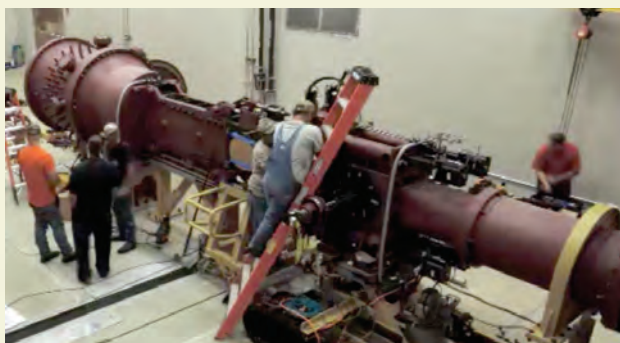
The other point I would like to make is that it is easier to pay one month of dues and keep your member benefits in place than to try and pay three or more months of

dues. I'm very proud of the members of Local 2411, because we have the lowest percentages of members in arrears in our Council. With our emphasis on keeping our dues paid to date we also have seen a decrease in members suspended. In our Local when we say “I've paid my dues” we mean our dues are up to date!

Let's keep standing strong and building for tomorrow!

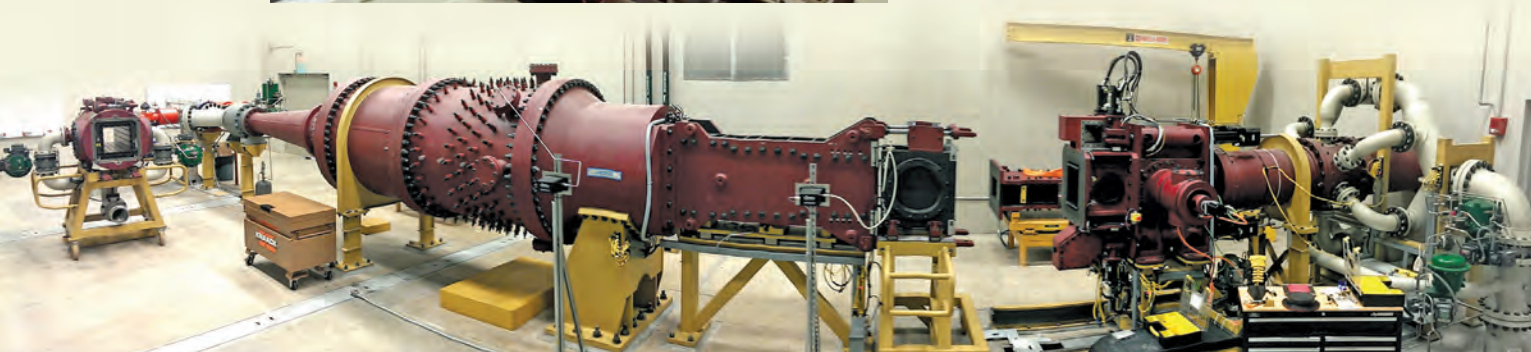
Finally, Local 2411 lost an Honorary Member, Brother Allen “Gene” Knighton on Feb. 15, 2014. Mr. Knighton received his Gold Card for 50 years of service last year and told me then that it was one of the things he wished to accomplish before he died. Gene's dedication and support helped make this Local what it is today. You will be missed, Brother.

We have increased our training opportunities and are aggressively pursuing jobs that require the training that is available to you.



W. W. Gay Mechanical, with Danny Mullis and some of their best millwrights, installed a polysonic wind tunnel that was unveiled at Florida State University's Aero-Propulsion, Mechatronics and Energy Building in Innovation Park.

Photo below from the Florida State University web site.



Training Reports

Georgia, North Carolina & South Carolina

By Dickie Bone, Director of Education and Training



LESS THAN A YEAR AGO, our local training program in Kennesaw, Georgia took a giant leap forward, when we merged the training programs in Georgia, South Carolina, and North Carolina. Making a smooth

transition was a challenge, but through hard work and continuous efforts of our EST, coordinators, instructors and the members, our training program has prospered. Change truly does bring great benefits if viewed in a positive manner.

Delivering the best hands to train and educate our members meant better training centers were needed. As you will see from the attached pictures of before and after, we have come a long way in the development of new and improved facilities. This has enabled our program to expand the size of our classes and with the purchase of new equipment such as welding machines and precision equipment to make our members more productive. The expansion would be a lot harder without the support of the CITF.

At Local 283 in Augusta, GA, their training facility went from a 5,000 square foot brick building with one classroom and one shop area to a facility of 22,500 square feet. The new training center has three classrooms, two shop areas, an up to date computer lab, break room area, personnel offices, and a meeting hall.

In Savannah, GA, Local 256's training facility was in a building which flooded each time they received a heavy rain.

Delivering materials was next to impossible due to the driveway being so narrow that a truck and trailer would have trouble getting to the building. This facility was 2,000 square feet with one classroom and one shop area.

The new building currently under construction is 12,500 square feet and will have three classrooms, two shop areas, a modern computer

lab, break room facilities, bathrooms and storage areas.

We as an organization are in the constant process of change. Training requirements from our contractors and the UBCJA are an ongoing endeavor, which enables our members to be some of the most skilled personnel in the construction field.

Our area's training program can truly say that we've come a long

We have come a long way in the development of new and improved facilities.

way through change with positive benefits. We encourage each member to stretch their wings and broaden their educational horizons to strive for the "gold."



Arkansas & Oklahoma

By Edward Wright, Training Director



MILLWRIGHTS UNDERSTAND what contractors are looking for on their job sites. Hard work, dedication and precision craftsmanship are only a few reasons why union millwrights are chosen for numerous projects.

One of the most important issues we strive to instill into our millwright members is safety on job site, home and in everyday life. In construction, the work environment, climate, equipment, personnel, and conditions are constantly changing. These variables can cause accidents and injuries if you don't have the proper awareness and respect of the hazards and safety practices that are in place are not strictly followed.

One of Local 216's millwright apprentices has been recognized for demonstrating such safety practices recently.

Patrick Gilbert, a National Guard 91 Bravo Combat Medic, is currently working on the Metropolitan Washington Dulles Airport in Dulles, Virginia. Recently, the General Contractor for the job,



One of the most important issues we strive to instill into our millwright members is safety on job site, home and in everyday life.

Clark Construction, had a safety stand down with all the sub-contractors, including Western Industrial Contractors (WIC), the contractor Patrick is working for.

Patrick was awarded a \$25 gift card for being safe at the job, being on time for work, having a good attitude, keeping busy, wearing the proper PPE for the task at hand, doing what was told by the foreman and journeymen, and reading the blueprints to the catwalk/conveyor in his work area.

"Basically, I just used all the advice and training I received from the Local 216 apprenticeship program and fellow millwrights I have met over the past three years. It's an honor to be recognized and representing my local," said Gilbert.

This is what the apprenticeship instructors try to instill into every class. We are so glad to see that our members are taking their safety on the job sites to heart.

Mid-South Regional Council

By James Hulsey, Director



THE MID-SOUTH TRAINING DEPARTMENT rolled out our new format of millwright apprentice daytime training earlier this year. The Mid-South Training Department was the last of the programs in the Southern District to adopt daytime training and the initial round of training exceeded our expectations for success.

We are also happy to report that reactions to the daytime training format were very positive among the apprentices and contractors.

The Mid-South Training Department began our daytime training using the recently developed core training curriculum. This curriculum was developed in a combined effort between the six training departments within the SSMRC to ensure the training delivery is consistent within the SSMRC. However, the core curriculum format still allows the flexibility of individual training departments to deliver specific training to meet local contractor and industry needs.

New Facility On Its Way

The Mid-South Training Department began renovations on a recently acquired building in the Birmingham, Alabama area with little more than a \$1 million construction cost. The project is scheduled to be complete in mid-June 2014.

The new center is located just south of Birmingham in Pelham, Alabama and borders Interstate 65, providing convenient access. The building is set on 2.7 acres within an impressive industrial park with great corporate neighbors. The facility has approximately 27,500 square feet under roof with approximately 6,500 square feet of office/classroom area with the remainder dedicated to shop/warehouse space.

Approximately 2,000 square feet of the office area is dedicated for lease to local unions. The new facility is large enough and its design will allow carpentry, millwright and interior systems training to be conducted simultaneously, without disruption.

The building will have four large classrooms along with a modern computer lab. In addition, there will also be adequate instructor's offices along with clerical space. The program has outgrown our current facility and limited property availability prohibited expansion. We look forward to completion of the new state of the art facility to provide member training that is required.

The facility has approximately 27,500 square feet under roof with approximately 6,500 square feet of office/classroom area with the remainder dedicated to shop/warehouse space.

Training Reports

Florida

By Gary Cothron, Training Director



MARKETING / RECRUITING / TRAINING: How Does the Training Department Fit In?

In the training departments around the UBC, educating members on how to use their hands and minds on the job site is not the only focus we have. We have a share in other goals of the UBC.

With training being our main focus, the quality of training is the key to a productive worker in our eyes. If no one knows about what we do, we are passing up opportunities when it comes to marketing ourselves and the recruiting of new members to our organization.

What else do we do? We market. We market what we do and we market how well we do it. Who should we market ourselves to? Is it just the contractors and the plant owners / managers? How about our government representatives? What about the manufacturers of the equipment that we install? Do they know who we are and how we can help them? Does it even matter?

Don't we want our training recognized by all of these people? Most of our union contractors know who we are, but what about the ones who don't—both union and non-union? Do the plant owners and managers know what they get by using union labor for their work in their plants? Manufacturers need to know what kind of quality reputation they get when we install their equipment in these plants and it runs correctly.

So what is our part in doing this? We do job site visits with the contractors to check on the progress of the apprentices, as well as make sure we (the training department) are giving the contractors the classes they need so their workforce is able to expertly complete the work.

We strive to meet with owners and plant managers, to educate them about our training program, and to invite them into our training centers. Seeing the members in classes first-hand is a key to helping owners and plant managers understand the value of what we do.

We attend trade shows and demonstrate to everyone regarding the training and skills our members have. Trade shows also allow us to keep on top of the new tooling and technology needed to do the work as skillfully and safely as possible.

We invite vendors to visit our schools to see the curriculum used to teach our members. Often, these vendors will return to

With training being our main focus, the quality of training is the key to a productive worker in our eyes.

demonstrate their products. We want to show that when we get their products on the job we already know how to use them.

We also attend political functions to get the word out on the value of what we have to offer. We want to show what happens when well-trained personnel do work with government money. This also goes into the government training

money they put out to train the country's workforce. We want them to know where they get the best return on the training dollars they spend.

Recruiting is another focus of the training departments. Think back to when you came to the UBC. How did you learn about us? There is a story behind all of us regarding how we became

UBC members. What is recruiting? Recruiting is the act of finding the best and brightest applicants to become members in to our organization.

For the training department, this is the second most important thing we do. We all know this line of work is not for everyone. Some people can't do without a paycheck every week; some can't be away from home; and some just don't have the attitude it takes to be a good member and coworker. We all should know that we are special people to be able to live the lives of craftsmen.

With that being said, to build our membership we must seek out the best applicants. The apprenticeship and training department goes to the trade schools and job fairs looking for good applicants. We also get applicants by word of mouth, in which you, the member, run into people on jobs. This is mostly talking about non-union, but

some are friends, neighbors and family. We even have some that just walk in from the street.

We have to interview everyone with the question: "Do they have what we need"? as an organization. Meaning, do they have some skills, education, background and attitude what one would want in a working partner.

So the next time you know of someone who is new to our program please give them all the help you can, because we want them working productively and safely for years to come.



Louisiana

By Ray Calamari, Training Director



I AM HAPPY TO ANNOUNCE a partnership our training program has developed with Sowela Technical College, located in Lake Charles, Louisiana. Vice-Chancellor Dr. Joseph Fleishman is committed to working with our millwright training

program to ensure his students can build a career as a union millwright.

The state of Louisiana is investing millions of dollars to upgrade the campus. Sowela will construct a state-of-the-art center to house programs such as millwright, machinist, welding, and other crafts. These programs are designed to meet manpower needs for the impending work in the petrochemical industry in southwest Louisiana and along the Gulf Coast region.

Dr. Fleishman invited our staff, Business Representative Kevin Curley, and Marketing Director Miguel Fuentes to actively recruit his students at the end of their technical courses. We will be participating in hiring fairs on the technical college campus this spring. These hiring fairs will include contractors signatory to collective bargaining agreements such as UPS, Wood Group, and others along with SSMRC staff.

I would like to thank Dr. Fleishman for his commitment to allow us on campus to recruit his students. The Training Program has

committed to attend several job and career fairs at Metro New Orleans technical colleges and high schools.

We would like to encourage our members to attend journeyman enhancement classes which are held in New Orleans and Baton Rouge. As a reminder, please check the status of your Rigging & Signaling Certification and TWIC card. These and others are required to work for the majority of our contractors.



Special thanks to **Craig Kaiser**, Apprenticeship Coordinator of the Operating Engineers Local 406 for operating the crane during the practical hands-on part of the class.



Congratulations are in order for Jeremy Bergeron, Jason Coleman, Jeremy Fuller, Vincent Libert, and Peter Reaux who have successfully completed their apprenticeship. These members will be a great asset to Millwrights Local 729 and the SSMRC.

Finally, construction has finally begun on our new Training Center located in Metairie, Louisiana. We anticipate a completion date in late fall of 2014.



Training Reports

Texas

By Paul Jones, Training Director



THE MILLWRIGHT TRAINING CENTER in Houston, Texas is currently developing curriculum for an Advanced Reciprocal Compressor Class. Millwright instructor

Jim Upton, who developed the training materials for the first reciprocal compressor class, is heading up the development of the new training materials with the help of other instructors, apprentices and training center staff.

Earlier this year, an Ingersoll Rand Four Stage HHE (Heavy Horizontal Electric) Top Loader compressor was delivered to the Houston training center. It has three cylinders attached and one removed for training purposes. According to our resident expert, Mr. Upton, this unit is ideal for the training we want to offer. Mr. Upton and crew immediately began disassembling the compressor and taking multiple pictures to

be used for the training. The curriculum has been developed and classes have been scheduled.

This course is designed for journeymen who will be responsible for the maintenance of reciprocating compressors. Students will receive classroom instruction on the theory and operation which will include bolting and torque, lubrication, maintenance intervals, start-up checklist and bearings.

This knowledge will be applied to the hands-on portion of the class, where they will gain valuable experience on the maintenance procedures for discharge and suction valves, unloaders, cylinders and pistons. Additionally, the lesson covers disassembly, inspection, checking clearances,

measuring parts and repair, as well as the reinstallation of the components. Students will also align the compressor and motor.

Once the unit is reassembled, the students will be able to see exactly how it works. A machined automotive flywheel and starter motor has been attached to the unit so that students can watch the crankshaft turn and the pistons pump air.

The basic 40-hour Reciprocal Compressor Training Class will be a prerequisite for the Advanced Reciprocal Compressor Class, which will also be 40 hours.

We will also be developing training for Centrifugal Compressors. The Basic Reciprocal Compressor class is currently scheduled twice each month at the training center in Houston.

Call (713) 641-0275 to register for the basic class.

Students will receive classroom instruction on the theory and operation which will include bolting and torque, lubrication, maintenance intervals, start-up checklist and bearings.



Training Verification Card in Full Use Throughout Brotherhood

Training Verification Card Fact Sheet



United Brotherhood of Carpenters and Joiners of America
George Carpenter
U-3432-4563
Training Verification Card

Property of the Carpenters International Training Fund (CITF)
Scan QR Code to verify all current training, certifications and qualifications.
QUESTIONS? Contact your Local UBC Training Center. Go to www.carpenters.org for a directory of UBC-Affiliated Training Centers.
If found, return to: Carpenters International Training Fund
6801 Placid Street
Las Vegas, NV 89119

Scan the card. See the Skills.
The UBC's International Training Fund (CITF) now provides real-time training, certification and qualification reports for UBC members. The Training Verification Card (TVC) system revolves around a single plastic card, featuring a QR code. One scan of the code gives employers an up-to-the-minute report from a database that updates itself as soon as a member completes a course or earns a certification/qualification.

Scan the TVC
Use a QR code reader application on a smartphone to view the records. Don't have a scanner application? Download one for free from your mobile device's App or Play Store.

Access the Record
The TVC verifies all current training, certifications and qualifications for a Union Carpenter, which allows employers to verify current membership and verify current training, qualifications and certifications, by accessing:

- Member name and photo (if available)
- UBC ID and Local Union
- Classification (Apprentice or Journeyman)
- Training, certifications and qualifications
- Welding certifications
- Additional certifications and qualifications acquired from a third party

Program Security
Our goal is keeping the records of our members accurate and ready for your review.

- All previously issued paper cards are now invalid.
- Once a member requests a replacement card, his or her current QR code is deactivated and a temporary card is issued, with a new QR code that will work for 2 weeks. When the permanent card arrives, the temporary card is deactivated and a new QR code becomes active.
- The TVC is mailed to the member's home address with instructions on its purposes and use.
- Cards will not print if the member has an incorrect address in the CITF's records.
- Cards will not have a photo of the member if no photo is on file with the CITF.

The TVC is more effective when the member's photo is on the card. However, the photo can only be displayed if the member has a photo on file with the CITF. Members can have their photo taken at their local training center.

Understanding the Message
Training History Not Available = this is a non-member
Invalid Code = old card (maybe it was found after receiving the replacement card) or expired temporary card
No Current Training History = all training has expired

A Training Verification Card (TVC) system recently launched by the UBC International Training Fund (CITF) is in full swing. It's important that our members and employers understand the importance of this project.

The TVC uses a QR code that you can scan on your smartphone to verify all current training, certifications and qualifications for a UBC member whenever you want to review the information. The card automatically updates itself each time the member completes a class, certification or qualification, and becomes a real-time record of that UBC member's knowledge and skills.

The system revolves around a single, individually coded plastic card, which replaces the numerous paper and other cards formerly issued by the CITF. With the launch of the TVC system, all cards previously issued by the CITF are now invalid.

The TVC verifies all current training, certifications, and qualifications for a UBC member, which allows employers to verify current membership and verify current training, qualifications and certifications, by accessing:

- Member name and photo (if available)
- UBC ID and Local Union
- Classification (Apprentice or Journeyman)
- Training, certifications and qualifications
- Welding certifications
- Additional certifications and qualifications acquired from a third party

Cards were mailed to all members who had current training on file at that time. Members without current training, pending apprentices, and former members will receive cards when they complete a training program or become active members (either new or reinstated).



With this edition of *The Millwright*, we introduce a new section: T'd Up!—a quiz section for our members.

The first correct answer to the nearest .0001" submitted to ewright@aokcat.org will be awarded an SSMRC T-shirt, donated by the Southern States Millwright Regional Council.

Quiz Question

You found, while working on a Durco Pump feeding a 2000 gallon water supply tank that a radial bearing needed to be replaced. The bearing will need to be replaced with a Timken 2" ID steel bearing. At the journal area on the shaft where the bearing will rest measures out at 18.750". The bearing ID measurement is 18.747".

How much heat would be required (above room temperature 70 degrees) for the bearing to expand enough to fit on the shaft?

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.

