



# THE MILLWRIGHT

SERVING ALABAMA, ARKANSAS, FLORIDA, GEORGIA, LOUISIANA, MISSISSIPPI, NORTH CAROLINA, OKLAHOMA, SOUTH CAROLINA, TENNESSEE, & TEXAS | JANUARY 2017

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### Fellow Brothers and Sisters:

The year has ended and we have made it through relatively well. 2016 did not start off as well as previous years concerning the demand for millwrights and the work opportunity for our members. Being an election year, and with all of the restructuring happening around the industry, we still managed to close the year out strong.



**T**he first quarter in 2016 was actually one of the slowest first quarters since the inception of our Council. The second and third quarters held higher than a four-year average, and with numbers for the fourth quarter still coming in, it appears 2016 is shaping up to be a success.

**We saw the industry change slightly, with certain areas picking up the slack where other areas fell off a bit.** While it is certainly a concern to see any part of the industry that we service drop off, 2016 definitely showed our ability to evolve with the ever-changing environment to keep our contractors supplied with good manpower and our members employed.

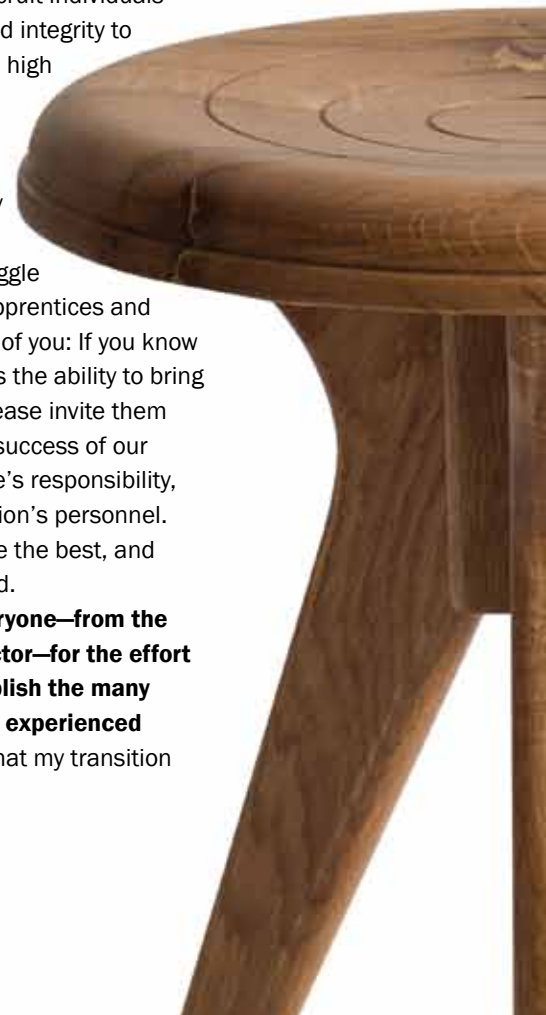
**The investments are doing well.** We are following trends within the market, while at the same time looking to enhance the relationships within the investment community that best benefit our Council's long-term goals. With every passing year, the Council takes a step closer toward having a viable reserve that will allow us to survive during a financial down turn such as the 2008 recession.

**I would also like to mention that the Council has been able to continue the ongoing support of our training programs and we have been fortunate enough to**

**expand on training to better serve our contractors and the industry.** This Council has never been, and will never be, shy about investing within. Where there is a need there is a way. We constantly strive to address issues and I do not believe we ever look to foster excuses.

**Our membership is stable,** but we are constantly looking to recruit individuals who possess the will and integrity to uphold and improve the high standards we set for ourselves. Fortunately, recruiting the lower-level apprentices is very simple to achieve. On the other hand, we struggle to recruit higher-level apprentices and journeymen. I ask each of you: If you know of an individual who has the ability to bring value to our Council, please invite them in. Recruitment for the success of our organization is everyone's responsibility, not just the administration's personnel. Let's recruit the best, be the best, and watch everyone succeed.

**I want to thank everyone—from the member to the contractor—for the effort we received to accomplish the many transitions our Council experienced this past year.** I know that my transition





actually took place in 2015, but I personally appreciate everyone's patience and help throughout 2016 with my transition from agent to EST. You all have given me a thorough education. Thank you very much.

**We have had a transition at Local 729, with Mike Hines taking over the reins there.** Many thanks go out to Mike, the members of Local 729 and the contractor base there. The future for Local 729 looks bright. With Mike's transfer came the need for a new agent at Local 2232. The hiring of Dwight Murrah has been a success and Dwight has assumed the position flawlessly.

**We also formed a new position within the council: A Nuclear Agent.** David Bonds accepted the challenge and has done a wonderful job throughout the fall season getting his position up and running. David has worked well with everyone from the member to the existing agents, contractors and end users. Benjamin Todd was hired to replace David at Local 1421 and Ben (as we call him) has stepped in as the agent without missing a beat.

**That brings me to the announcement of David Park's retirement with a target date of June 30, 2017.** Fortunately, our Council is in a position to hire someone to train under Mr. Park during his remaining service as business agent for Local 1554. We hired Steve Williams and we have high expectations for him. There is no doubt Steve will put his best effort to the task at hand.

Thanks to everyone for their great attitude and willingness to support these transitions.

**I truly believe that within our Council, we function like a three-legged stool.**  
**Leg one: The Southern States Millwrights Regional Council staff.** I cannot imagine having a staff any better than the one I have. They are all self-motivators who

desire to succeed at any task set before them. **Leg two: Partnering Training Funds that have directors and staff** who work to insure the goals set before the Council are supported, and any training needs that arise are met with enthusiasm and effort. These individuals are a huge part of our success and they must not go unrecognized. **Leg three: YOU—the Member. You are the face of the Council. Without you, there is no SSMRC.** We all put our faith in you to show up on time, every time, fit for duty, ready to perform safe, professional, productive, work with great attitudes. By your hard work and never-ending effort, our contractors succeed. With their success comes our future...YOUR future.

**I would like to thank each leg of this stool for their support in 2016 and well into the future.** You all are the backbone that supports this organization. Together we are a stool that the industry can depend on; a stool that others can rest on, assured that their needs will be met.

**In closing I would like to leave you with a thought: "We all don't need to see eye-to-eye to walk hand-in-hand."** Sometimes in our journey we do not agree with every aspect of the trip. This doesn't mean we quit and go home. This means we look at each situation differently than before and we together work through differences. We adapt, we overcome, and we prevail for the benefit of all.

As your Executive Secretary-Treasurer, I thank you for the opportunity.

*Sincerely,*



**Allen Wayne Jennings**

*Together we are a stool that the industry can depend on; a stool that others can rest on, assured that their needs will be met.*

## CHIEF OF STAFF REPORT



**Rick Halford**

In our industry, taking care of yourself means the difference between being a happy, healthy, employed millwright who works productively and gets called out to jobs, and a miserable, sick millwright who plods into work and watches the clock all day, waiting to get back onto the couch.

## Looking to Have a Productive 2017? Focus on Taking Care of the Man (or Woman) in the Mirror

**H**appy New Year, my brothers and sisters! 2017 is looking to be good and busy, with some nice, meaty work opportunities. Are you ready? How you handle the relationships in your life will have a direct impact on how successful you are. Elsewhere in this publication you will see and read about relationships with co-workers, employers, family, etc. Here, I want to focus on what I think is the most important relationship of your life: The man (or woman) in the mirror.

**“Take care of yourself” isn’t just a warm and fuzzy phrase.** In our industry, taking care of yourself means the difference between being a happy, healthy, employed millwright who works productively and gets called out to jobs, and a miserable, sick millwright who plods into work and watches the clock all day, waiting to get back onto the couch.

So, why not commit to a realistic resolution and get your personal house in order? I’m talking about addressing the whole ball of wax: Health, stress, and attitude. Nurturing the man-in-the-mirror relationship has a direct effect on not just your own career, but that of your co-workers, and ultimately, our union.

Let’s start with the simplest of measures and work our way up.

We have all been on a job and worked alongside the “dirtball.” Don’t be the dirtball. Good hygiene is essential to good health for you and everyone around you. The SSMRC is battling for every skilled, qualified millwright we can get to staff the jobs our contractors have won. While we recruit, your job is to stay healthy and not infect your co-workers, so that we don’t lose the talent we already have to colds, viruses, infections, or even anxiety and depression.

The World Health Organization describes hygiene as “conditions and practices that help to maintain health and prevent the spread of diseases.” Look at the man in the mirror—how’s his hygiene?

**One of the most effective strategies to protect others and yourselves from illness is good personal hygiene.** Wash your hands as much as you can, and keep your whole body free of bacteria with regular cleansing. Don’t cough or sneeze on others, wipe down items that you touch if you are unwell, put dirty tissues into a bin, and use protection when you may be at risk for exposure to germs.

**Hand washing is tops on the “take care of yourself” list.** Most germs are spread when we put our unwashed hands to our mouth, nose, or eyes. Hands and wrists should be washed with clean soap and water, using a brush if your fingernails are dirty. You should always wash your hands after using the toilet, before making or eating food, after handling animals, or if you’ve been around someone who is sick. Dry your



hands with something clean, such as paper towels or hot air dryers.

**Good dental hygiene**—regular brushing and flossing—keeps your teeth and gums healthy and prevents bad breath, which can be caused by diseases of the teeth, gums and mouth. Mouth washes, mouth sprays and flavored chewing gum can make your breath smell better for a while, but if you have a health problem in your mouth, you need to see your dentist.

**Assuming you agree with my tips above, let's look at a more complex strategy to achieve wellness in 2017.**

Are you exercising? Are you eating right? Are you at peace with family, friends, and co-workers? Do you have a spiritual life? Do you have a handle on your finances?

While wellness is grounded in physical health, to keep your #1 tool in your toolbox sharp (that being your body), you also need to manage your stress levels. This factor is one that, I believe, spills out onto the jobsite and affects not only your own productivity but the atmosphere and working conditions

of those around you. And that, in turn, leaves an impression on your employer.

Taking the time to get your mind right, as well as your body, has not just health, but financial benefits. Poor health from illness or stress that causes absenteeism and reduced work productivity can result in loss of income, which then starts the spiral of stressing about money, job security, etc. etc. etc.

### **Recognizing the Role Financial Stress Plays in Overall Health**

Creating a healthy workforce requires more than physical health. Financial security is another factor that influences overall wellness. Many American workers today are facing financial predicaments and high debt as a result of the current economy and a lack of education about financial principles. These situations can lead workers to enormous amounts of stress, which in turn can lessen overall wellness.

Did you know that 6 in 10 workers (58%) don't have a financial plan in place to handle the unexpected? Workers facing debt and unstable financial situations reported their stress has caused occurrences of ulcers, digestive problems, migraines, anxiety and depression. Results even showed heart attacks occurred at rates between two and three times the national average for these overstressed workers.

**It's not a stretch to say that health and wellness directly affects your paycheck, and the success of our Union.**

As a result, employers are also feeling the effects of their employees' anxiety. One in five (20%) workers have experienced a health issue that has affected their ability

to get their work done, which can result in higher productivity losses for companies. Additionally, nearly half of

companies (43%) surveyed estimated their average productivity loss stemming from employees' concern over personal issues is between 11 and 30 percent, and productivity losses related to personal and family health problems cost U.S. employers \$1,685 per employee, per year, or \$225.8 billion annually.

**A good, comprehensive personal wellness plan addresses and manages physical, emotional, and financial triggers.** However, the success of any wellness program depends entirely on the level of participation and dedication from—you guessed it—the man in the mirror.

What better time than a fresh new year with a good work load to really focus on proactive health management? Establishing a personal wellness program is the best first step in maintaining a healthy, productive and satisfied lifestyle.

It's not a stretch to say that health and wellness directly affects your paycheck, and the success of our Union. So, before the year gets away from you, go have a long look with the man in the mirror—and commit to making changes where needed. By doing so, your family, friends, co-workers and employer will thank you. Most of all, the relationship with that man in the mirror will never be better.



# David Bonds Tapped to Lead the SSMRC's Nuclear Efforts



**The United States has 60 licensed nuclear power plants** with 100 nuclear reactors and turbine generator sets, which provide electricity for 1 in every 5 Americans. Each facility

owner must schedule planned outages to clean, repair and maintain the equipment, replace the fuel rods, and test valves and pipes. Some facilities estimate that they lose upwards of a half million dollars every day that the plant is in an outage.

Millwrights play a key role in these outages, because they have a niche in reactor-powered turbines and generators. They are not only trained, but also tested and credentialed to meet technical and safety requirements. They know how to get in, get the work done safely, accurately, and quickly, and get out.

**Almost half of the USA's nuclear plants are in the southern 11 states—the same area serviced by the Southern States Millwright Regional Council.** Hundreds of SSMRC millwrights are needed every spring and fall at these facilities to staff the outages.

To meet this manpower demand and create efficient, streamlined working relationships with plant owners and contractors, the SSMRC established a Nuclear Industry office in Arlington, Texas.

**“Our intent is to have one point of contact** for owners, employers and millwrights to streamline the process of getting proper manpower for the outages during peak times of need, and to address and resolve problems or concerns quickly,” said Wayne Jennings, SSMRC's Executive Secretary-Treasurer.

To spearhead this initiative, Jennings named long-time Council leader David Bonds as the Council's Nuclear Representative. David is a near 40-year union millwright, having worked in nuclear plants from Virginia to Texas throughout his career. He became a business representative and union officer 20 years ago, and also served as Training Director for a time.

“When we send millwrights to an outage, they bring with them a promise that our skills and experience will keep the project on time, that the crews will be prompt and work safely and accurately, and that they will be jobsite leaders who establish a solid work

environment,” Jennings said.

**Relationships are key in the nuclear industry, especially between owners and contractors.**

Staffing starts about three months before the outage to get credentials and background checks in place. And, different plants have their own set of requirements

that need to be honored and managed.

Bonds' first test was the Fall 2016 outage season: 350 millwrights were needed to work outages at Arkansas Nuclear One, St. Lucie, STP, Farley, Sequoyah, and Browns Ferry.

To prep, he gathered a mountain of Intel about his new client base, and contacted

**“David's knowledge of the industry and his ability to provide experienced, qualified and motivated millwrights is an integral part of Siemens Generation Services' success as an industry leader in nuclear power plant turbine generator maintenance.”**

**Anna Rademakers**, SGS Nuclear Field Service and Payroll Department Manager



# NUCLEAR INDUSTRY REPORT

employers, millwrights and SSMRC staff for information and insight. He met with industry leaders in Louisiana, Alabama and Mississippi, and attended outage-planning meetings with contractors and owners.

"They each provided information from unique perspectives. The information was diverse in many ways and the same in others. Through such discussions, I gained insight and developed a method to meet our customers' needs," Bonds said.

"We were able to cover all requests, from turbine millwrights to balance of plant millwrights," Bonds added. **"Our customers were happy, and that's our biggest indicator of success."**

"Having one point of contact for staffing our southern nuclear outages is a great

benefit to Atlantic Plant Maintenance. The streamlined process the SSMRC has in place for gathering resources is seamless,

and David is a great fit for the program," said Marc Campo, APM General Manager. "With the large Spring 2017 outage season ahead of us, David and his team will play a role in staffing these projects and ensuring a quality workforce for us contractors."

Primary contractors working closely with Bonds and the SSMRC

Nuclear office are Siemens Generation Services (SGS), APM, and TurbinePROs. Work is done for Duke Energy, Southern Company, South Carolina Electric & Gas, Florida Power & Light, Tennessee Valley Authority, Entergy, Luminant, and STP Nuclear Operating Company.

**"Having one point of contact for staffing our southern nuclear outages is a great benefit to Atlantic Plant Maintenance. The streamlined process the SSMRC has in place for gathering resources is seamless, and David is a great fit for the program."**

**Marc Campo, APM General Manager**

"David's knowledge of the industry and his ability to provide experienced, qualified and motivated millwrights is an integral part of Siemens Generation Services' success as an industry leader in nuclear power plant turbine generator maintenance," said Anna Rademakers, SGS' Nuclear Field Service and Payroll Department Manager. "When we are successful, it is a Win-Win-Win: A win for the millwrights, a win for Siemens and a win for the power plant owner."

This coming Spring, Bonds and the SSMRC will be staffing 13 outages that will need about 1000 millwrights – all with the proper training, certifications, and security clearances in place and ready to go.

For more information, contact:

**David L. Bonds**

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# Training for Today, Recruiting for Tomorrow, & Providing Solutions via Relationships

By **Ben Todd**, Business Representative, Local 1421



**Today's union membership recruiting environment** presents challenges and difficulties unique to our times. There are many modern conditions that

have to be maneuvered around, mitigated or dispelled if we are to succeed in establishing a trend of adaptability and growth into the future.

Anti-union sentiment, for example, is perhaps the strongest it has been since the early 19th century. Old (uninformed) prejudices among executive class people seem to dominate the landscape. Unfavorable governmental labor laws regarding organizing and union rights not only already exist, but more could develop.

Yet despite all of these factors, Americans' approval of unions is now at its highest point in decades. People are recognizing the connection between unions and balancing the economy, allowing workers to come together to build a better life for their families.

**A 2016 Gallup poll found that support for labor unions is now at an impressive 58 percent, a rise of 5 percentage points since 2008.** According to that same poll, Americans in the 18-35 age-group are the most supportive and have a favorable view of unions.

The SSMRC has continued a moderate but steady growth since its inception. Why this contrast? Consider this:

Most of the millennial generation believes that traditional union ideas, such as collective bargaining, is a solution to issues such as the gender pay gap, which is completely absent under SSMRC policies.

Older generations—which collectively battle escalating healthcare costs, drastically underfunded private pension plans, market crashes and frequent loss of retirement funds—are looking for solutions, and are realizing that unions have had these issues at the forefront of our concern for decades.

**Protecting pensions and providing**

**healthcare is another primary goal of the SSMRC.**

At the same time, virtually every industry and business is having trouble finding and retaining qualified, trained and motivated workers, including the Southern

construction industry. As we all know, training and retaining a quality workforce for our employers and their customers is a primary objective for the Southern States Millwright Regional Council.

**Shoulder to shoulder, the SSMRC moves into the future with workers and industry as partners: A mutual partnership and a win-win situation for everybody.**

These issues, this landscape, and the political climate show a current workforce of this nation ripe and ready for change. SSMRC apprenticeship and journeyman skill-enhancement training, our recruitment program, and our industry and student outreach programs are all examples of relationships that the SSMRC aggressively cultivate in order to be a solution to the southern construction industry.



**We are training for today to meet the needs of our industry.**

We are recruiting for tomorrow to address the concerns of a future workforce. Shoulder-to-shoulder, the SSMRC moves into the future with workers and industry as partners: A mutual partnership and a win-win situation for everybody.

**Solutions already exist; they just need to be embraced.**



# Turning Lemons into Lemonade One Course at a Time

By **Jamie Donald**, Business Representative, Local 1554



**Let's really stop and think about what we often hear about skilled labor in the United States**—that the USA doesn't have enough skilled labor to meet the demands of the construction industry.

For millwrights, the labor shortage is our chance to turn lemons into lemonade by turning one of the many advantages of membership in the Southern States Millwright Regional Council – unlimited, unmatched training – into a passion.

**The southern United States has an incredible amount of work for millwrights.** So, when SSMRC Business Representatives and our contractors compete for that work, it is absolutely critical that we deliver crews with superior skills on those jobsites. Our Council aggressively markets the skills of our members. We say we have 5,400 well-trained millwrights who are ready to staff any jobsite in any specific industry that utilizes the millwright craft.

It's all of our jobs to deliver on that promise. When our members perform productively, accurately, and safely, our staff leverages that success to market the SSMRC and win more work – which gets more man hours for our members. The more we deliver, the more work we win, the more money we make.

How do we do that? Well, apprentices are bound to a schedule to complete for graduation. The key to our future rests with

our journeymen. You've earned the right to be called a skilled craftsman. But in today's construction industry, you can't take anything for granted. Like every industry, millwrighting is evolving.

**Fast-emerging technology in materials, tools, and installation or maintenance methodology is prompting end users and our employers to increase certification and qualification requirements of millwrights.** Education and skills training are only going to get more and more critical for us to even be allowed on the job site. The ability to master new technology and techniques will set you apart from the pack—and help to keep you gainfully employed.

One point to understand about today's industry is this: You might have 10, 20 or more years' experience in our craft, but without the training records to go along with it, it really doesn't matter what you have done. A paper trail with current and up-to-date training is a must.

**Remember it takes every single one of you to make the SSMRC.** While we promote you and find work for you, your job is to train and work hard to make us succeed. We all depend on each other for our success. So, when a member says "I've been a millwright for 15 or 20 years, I don't need any training," he is furthering an attitude that damages our union and, eventually, our way of life.

As a veteran in this union, younger brothers and sisters look to you to set the pace. By involving yourself in training, you not only learn about changes in the industry, but you also keep yourself marketable for any job that comes up. And you send a message to your co-workers: No one's ever too old to learn.

We talk with our contractors and end users to learn what they need for success, and what their expectations are from the millwrights. It frequently is something like this: "We need the millwrights to show up, work safe, be trained for our business and needs, be dependable, and stay throughout the whole project."

**You can never be too busy to sharpen your skills and develop new ones,** especially if it means the difference between working and not working. A small skill set equals small job opportunities. Upgrade training opens up a wealth of new employment prospects and allows you to grow and evolve as a craftsman.

I hope all of us see the value of our training and positive work attitudes. We need to step-up and train and help each other in order to grow. Training is our shot at capturing the work that's out there for the taking. Hockey great Wayne Gretzky once said "you miss 100% of the shots you don't take." Let's make this shot count. We all are depending on you to make it.

## New Houston Training Center Ready to Take Shape

By **Paul Jones**, SSMRC Texas Training Director



**The Texas Carpenters and Millwrights Training Fund** has purchased a building in Pasadena, Texas, which will be remodeled to become the new Houston area training center.

**The new training center will be state-of-the-art, with the most modern technology available for classrooms, as well as excellent training equipment and training mock-ups for hands-on training.** It will also feature the UBC's modern curriculum and training materials.

About one third of the building will be reception area, offices, classrooms, conference room, etc. There will be eight classrooms, some of which can be combined into larger spaces for large classes, meetings, etc. Two-thirds of the building will be an open shop area. The Millwright shop will include an area for welding, areas for pump and alignment classes and extensive equipment for compressor training featuring both reciprocating compressors and centrifugal compressors.

**The building is located at 5500 Spencer Hwy, at the intersection of Spencer Hwy and Beltway 8 (Outer Loop).**

This is a high visibility location in a highly industrialized area where a lot of petro-chemical industry projects are.

Having our millwright training capabilities so close to active job sites is an obvious advantage and the primary reason for moving our Houston program to this address

**The new training center will enhance the training we provide to apprentices and journeymen, and that benefits our employers and their customers.**



instead of renovating our existing Glen Vista facility. In addition:

- The new building is 51,600 sq. ft., which is larger than the four buildings at the present training center, combined!
- The property will have more than adequate parking, a frequent problem at the present location.
- At the new location, all of the carpenter and millwright training will be under one roof.
- Being close to jobsites also increases our visibility to visiting contractors.

The plan is to invite contractors and students from high schools and vocational schools to our new training center to showcase our UBC training. .

**We hope to be operating in the new building by the end of 2017.** Until then, training will continue at the Glen Vista location while the building in Pasadena is remodeled.

Turner/Duran Architects have applied for a building permit from the city of Pasadena. When the permit is issued, remodeling will

begin. Bellows Construction Company is the general contractor. Signatory sub-contractors are currently bidding on the various aspects of the project.

The building was constructed with concrete panels (tilt wall) with metal bar joists, so there is a lot of open space. It will require minimal changes to the exterior except for a new entrance with a large reception area and two 20ft. wide by 16ft. high roll up doors, one on each side of the building. The building will be wired for voice and data so that large screen TVs with internet connections can be used in the classrooms instead of projectors. We will take advantage of the latest technology for training.

The work is expected to take six to eight months. Once the building is ready, we will be busy relocating the offices, training equipment and supplies and setting up extensive training mock-ups.

It's great to see that our new facility is getting closer and closer to realization. It will be worth all of the teamwork and planning that has gone into it. The new training center will enhance the training we provide to apprentices and journeymen, and that benefits our employers and their customers.

## Virtual Welding Adds to Training Capabilities

**A key strategy to keep the skills of Southern States Millwrights sharp is keeping the instructional capabilities of its training instructors even sharper.** UBC instructors from across North America have access to more than 100 train-the-trainer courses taught more than 300 times a year at the UBC's International Training Center in Las Vegas.

Instructors are taught according to evolving industry needs and technology. Training is specialized, relevant and designed to meet real-world challenges presented by contractors, manufacturers and the end user. These instructors then bring that experience back to their home membership training programs.

Florida welding instructor Tim Hurd, a member of SSMRC Local 1000, is a near four-decade veteran millwright. He recently benefitted from the UBC's training capabilities by taking a virtual welding class, where he learned to operate the machinery and leverage its benefits to hone the welding skills of Florida millwrights (pictured).

Virtual welding is an effective tool because it helps welding instructors provide instant feedback to the trainee during practice without the added expense of expendables.





## Responsive Relationships Produce Solution to an Industry Need

## GEORGIA & CAROLINAS TRAINING REPORT

By **Dickie Bone**, SSMRC Training Director of Georgia & the Carolinas



**One of the most important aspects of fostering a great working relationship is being responsive to others.** I think we

were able to illustrate that attribute recently when our employers, our training department, and the SSMRC leadership all responded to each other's needs in a timely manner that will translate into more work opportunities for our membership.

**Some of our contractors found a need for more highly specialized-trained millwrights regarding bearings and couplings for the pulp and paper industry.** They approached EST Jennings and asked him to meet this need. EST Jennings, in turn, relayed the situation to me, and we created a committee from our training staff to assess the situation and solve the problem.

That committee consists of myself, Tim Story, Shon Douglas, Jimmy Jordan, Mike Valentine and Ed Wright. We took a look at existing material from the Introduction to Millwright, Pump Repair and Mechanical Power Transmission courses, then built a new bearings and couplings course to prepare our members in the skills our employers requested.

**The committee also created a list of tools and equipment needed for each training center to teach the new course—a list that didn't come cheap.** EST Jennings recognized the need for these tools and this equipment and agreed to buy what is required to effectively teach the course. He provided \$60,000—\$10,000 to each training fund—so we can teach this course properly and produce well-trained millwrights.



I am proud to be a part of this teamwork effort among the employers, the training department, and the Council to respond quickly with a solution that will benefit many of our members and help our employers bid for more work. I think it showed our employer

that we will remain responsive to their needs, which in turn should strengthen our working relationship with them.

And, the timing for creating and launching this new course couldn't have been better. **One of the goals for the Council is to increase the saturation rate in pulp and paper facilities.**

Delivering this training through collaborative efforts between the training department and Council also illustrates to the industry that

the Southern States Millwrights will do whatever it takes to keep our contractors staffed with professionals who are trained in exactly what's needed in our industry.

Most everything is in place to launch our new bearings and couplings training, including a thumbs-up from the employers

who requested this training after reviewing the coursework. We will start training in the first quarter of 2017. If you are interested in this training, please contact your local training center as soon as possible.





# Relationships

By **Wayne Jennings**, EST

I titled this article Relationships. You may ask why, but the answer is simple: **We need relationship to exist...to survive.** Whether it's in our personal or professional life, relationships can make or break our existence. Just imagine a world without relationships. How would we accomplish the simplest of tasks? The difficult task would be impossible. The advancement of humankind could not happen.

**I would like each of you to think about the relationships that drive our industry and our existence:** The relationships between the union, the members, and the partnering contractors. These relationships are the necessities of our existence within the construction industry. Without them we would become extinct.

I encourage everyone who reads this article to strive to maintain and perhaps even cultivate these required relationships. **We all advance when we work together toward a common goal: Relationships.**

**Mark Benacquisto**, VP of Operations at Viceroy/Atlantic Plant Maintenance (left) works closely with SSMRC's Executive Secretary-Treasurer **Wayne Jennings** (right).



# The Union, The Co

I have had the privilege of representing the Southern States Millwright Regional Council for over a year as its Executive Secretary-Treasurer. I can say that in the past year, I have been educated on just how much effort it takes from us all to maintain, cultivate, and foster the relationships needed for all of us to succeed.

Union administration, rank and file, contractors, fringe benefit plans, and contracts—these are all controlled by relationships. Relationships that, at times, are stretched to such limits that it seems they will break. One thing I have noticed is we all desire to find a way to make our common efforts work. We all must give and take, compromise where needed, and reward where deserved.

**As a rank-and-file member, you are tasked with maintaining the moral compass and high standards that we offer our partnering contractors**

## The Union & Its Members

I would like to start by examining the relationship between the union and its members. These members range from the first-period apprentice to the seasoned journeymen and even the retired. Most members join the union out of a desire to provide for themselves and their families. They are looking for a promising career that pays a

reasonable wage, offers some sort of health and welfare program to assist with the struggles that life throws their way from time to time, and a pension that will allow them to retire comfortably.

In fact, that is what the union promises and promotes. You could say that's the sales pitch: *Here are our standards, and this is what we offer: Join today and we will supply you with a tuition-free education. You can learn as you earn. If you*

**SSMRC Chief of Staff Rick Halford** (left) teams with UBC International Millwright Rep **Dan Bark** (right) to go after work opportunities for our members.

*are looking for a career and have the same beliefs that we do, join our team and we will assist you with the development of your career. We will help to manage a fair wage, health and welfare benefits for your family, and a pension plan for when you grow old.*

Individuals look at the offer and decide: "Should I or shouldn't I give it a shot?" Some join and some do not. For the ones that do join our organization, it is usually a learning curve of how everything works, from the apprenticeship program and dues structure to referral systems and benefit programs. This is a lot to take in and it is way too easy to become misinformed on these issues. So, especially given all the changes in our country today I encourage you to educate yourself on the many different aspects of the union, whether you are a new member or a seasoned journeyman.





# Contractors & The Members.

When you join, you solemnly and sincerely promise on your most sacred honor to abide by a given set of self-imposed morals and standards. I want to make sure we all understand this next part: At that time, you are not just joining a union, you BECOME the union.



Relationships are fueling positive work in the Southern States Automotive Contractors Association. Shown here is (from left) Association Director **Glenn Rex**, SSMRC Business Rep **David Park**, Association officers **Bill Olson** of Silman Construction (Secretary-Treasurer), **Lee Bailey** of McAbee Construction (President), and **Andrew White**, McAbee Construction project manager.

Ask yourself: Do I take this seriously or am I just looking for a paycheck? If you take your commitment seriously (as I hope you do) will you abide by the UBC's constitution? Do you observe the bylaws and trade rules? Are you obedient to authority, orderly in meetings, respectful in words and actions, and charitable in judgement? Do you strive to strengthen our organization or do you just do enough to get by and let others work through the difficult tasks?

Brothers and Sisters, please remember this: **YOU ARE THE UNION**. As a rank-and-file member, you are tasked with maintaining the moral compass and high standards that we offer our partnering

contractors. Our deliverable is the hard work and skilled productivity that you supply on the jobsite. Our success and our failure rest squarely on your shoulders. We must partner with contractors to insure a future for all generations to come. Remember - you are the most important; **YOU ARE THE UNION**. Your actions will maintain and perhaps cultivate new relationships that keep us all working. We must be safe, professional, productive millwrights with great attitudes. Thank you for all you do.

## The Union & Our Contractors

Now let's speak to the contractors and the relationships we need with them. Many of us could take a trip down memory lane and bring up the past where perhaps our relationships were not the best. I will not get caught in that trap and I promise this to you: I will look only to the future and only to building relationships that benefit us all. Over the last year or so I have had the opportunity to speak with many of our contractors. I find myself asking you all to help educate me: What can the SSMRC do to help you grow your business? With your growth, the growth of the SSMRC follows. I hear overwhelmingly one thing: "If you could supply me with more highly skilled workers, I could grow my business." Let's remember the relationship.

Let's look at a few steps we have taken. My predecessor (UBC Southern District Vice President Dennis Donahou) led the charge to standardize Millwright apprentice training across the Southern District. He steered getting all Millwright training programs to institute fulltime daytime training that requires 200 hours of training annually through the apprentice programs: 120 hours are dedicated to a core curriculum that every apprentice throughout the Southern District receives. Another 80 hours is directed by the local training director with contractor input in order to deliver training that most reflects the industry needs within their servicing area. We have had time to analyze the results of this and in some cases and in some areas, we have adjusted the training to better serve the industry at hand.

*Continued on next page*



Council Delegate **John Shaddix** (standing) from Local 2232 nurtured relationships at the UBC 2015 Convention.



This is a huge step toward supplying our contractors with well-trained Millwrights.

While we are on this subject, I would like to remind the contractors about an important part of our relationship. We all know that an apprentice must complete On the Job Training (OJT) as well as classroom training. This is also an area that strains our relationship. You need journeymen; we want to supply journeymen. But, we must maintain a viable path for the apprentices to journey out. We must have the opportunity to work our apprentices...your apprentices.

We all understand that OJT requirements are seven-to-eight times higher than class time. This can only be accomplished through work opportunities. It takes an apprentice a minimum required attendance of 200 classroom hours and 1,300-to-2,000 OJT hours annually to advance. The Millwright curriculum requires most of these classes to be built off of one another. An apprentice who misses his required class and doesn't make it up could potentially lose the opportunity

**Union administration, rank and file, contractors, fringe benefit plans, and contracts—these are all controlled by relationships.**

to advance strictly because of the nature of the class schedule, even though the schedule accommodates the majority. This relationship between the union and the partnering contractor is a must for us (contractor and union) to build a skilled workforce.

The relationship between the union (administrators and rank-and-file) and the partnering contractor doesn't stop there. It takes a great relationship between labor and management to sit across the table and negotiate agreements where we find common ground for the advancement of all. Agreements must compensate workers with a fair wage and keep the contractor in the competitive market. It takes relationships to manage health and welfare plans that offer the members, your employees, good - if not great - coverage. It takes relationships to manage

pension plans to provide the member, your employees, a benefit that allows them to reap a bit of the reward for the wealth they help to create throughout their career. It takes a great relationship for the contractors to put their faith in the union to ensure successful

projects that are completed safely by professional, productive millwrights with great attitudes.

In closing, I hope I have hit a nerve with the reader. I hope that everyone who reads this article realizes how important each participant is in this journey. I hope everyone who reads this is inspired to nurture the existing relationships that we have and to do everything within your ability to cultivate new relationships. Let's agree to have those hard discussions, let's all do our part to ensure success for all, let's support each other's role in training the workforce of tomorrow. From the contractor to the member, we will only accomplish our goals and advance our interest through great relationships.



**EST Jennings** (center) works closely with local political leaders, including **Victoria Leigh**, candidate for Arkansas' State Representative of District 38 (left) and **Michael John Gray**, Arkansas Democratic Minority Leader (right).



# The Ultimate Relationship (and Career) Killer

A must-read message to every SSMRC member, from UBC Southern District Vice President **Dennis Donahou**

## Dear Brothers and Sisters:

It's unfortunate that we, as the premier labor union in North America, must address the problem of members showing up for work under the influence of drugs or alcohol. The vast majority of our members are smart men and women who understand that coming to work sober and alert is not only good for their careers, but it's also a life-saving decision for you and your co-workers.

Fitness-for-duty means that an individual is in the correct physical, mental, and emotional state that allows him or her to perform work assignments in a manner that does not threaten the safety or health of themselves, co-workers, property, and the public.

I could fill this page with statistics of how impaired millwrights seriously and adversely affect productivity, safety, and morale—you know that as well as I do. What I want to talk about are the intangible effects:

**How the actions of a few affect the relationships for thousands, and how those damaged relationships affect our ability to provide a good quality of life for all of us.**

Our union works hard to open doors for our members to work. Living in a right-to-work region means we start each day at a disadvantage. Building relationships with owners and contractors—based on trust, honesty, hard work—are our most potent assets to get union millwrights on a jobsite.

It's working. By demonstrating our commitment to safety, customer service, unmatched skills and a can-do attitude, we are winning work with companies that have long been hostile to unions. But all it takes is a millwright showing up under the influence

of drugs or alcohol to shred that relationship. It also puts a brand on you and the SSMRC that will follow you and your union for years.

Developing a reputation as a union full of unreliable and unsafe workers puts all of that relationship-building at risk. The Southern construction industry is a tight-knit community. Everyone knows everyone else, and there is no such thing as an isolated incident. News of an impaired millwright spreads quickly, and typically results in severe and irreversible consequences.

The UBC has—and aggressively implements—a zero-tolerance Fitness-for-Duty policy. I couldn't endorse that position any more strongly than I do, as does your EST, your business agents, and your co-workers who aren't interested in working side-by-side with someone who is impaired.

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

The UBC does not hesitate to bring charges against members who are not fit for duty. This willingness to travel that road should resonate with you the seriousness with which the Brotherhood takes this issue. It is not something done lightly or with malice. In fact, in many cases, the process leads to members seeking professional help.

In the member section of the SSMRC website ([southernstatesmillwrights.org](http://southernstatesmillwrights.org)), there is a new "Health Section" that includes practical, helpful information about

remaining fit for duty. It even includes procedures to follow for working while taking medication prescribed by your doctor.

This is a serious topic, but it is a situation that can be alleviated with common sense, respect for your co-workers and employer, and loyalty to your union. **Don't make an already hazardous profession even more dangerous, and don't ruin the crucial relationships**

**that we are building with our customers and employers so that we can all earn a living.**

If you feel you need assistance with beating substance abuse, talk with your business agent or your family doctor. Do what it takes to remain fit for duty, every day. We are all counting on you.

*Yours in Solidarity,*

**Dennis Donahou**

UBC Southern District  
Vice President.



# Natural Born Millwright Turns Passion and a Partnership with the SSMRC Into Thriving Business

It took three days for Roy Blackwell to finally read the brochure on laser alignment equipment that a friend gave him. Once he did, he immediately called the supplier and ordered the equipment—and Roy Blackwell Enterprises was born.

That was back in 1997 and it was a bold decision that Roy says changed his life. Now nearly 20 years later, the company (RBE) has grown from Roy as the only employee to 30 skilled union millwrights. And from one piece of laser equipment, the Optalign Plus, to six lasers, including the FARO Laser tracker.

All precision equipment, whether rotary or machine tool, must be aligned in order to deliver accurate and quality results. When equipment is not aligned it affects production. When production relies on multi-million dollar machinery and equipment to run properly, efficiently and profitably, it's critical that installation, maintenance and repairs are done fast, safely and correctly the first time.

**Roy Blackwell Enterprises knows the key to repeat customers and referrals is the service they provide, and that the longevity of the company depends on their customer's satisfaction.** That's why they strive to be the industry standard for service through their professionalism, integrity, timeliness and attention to detail.

As one of the regular contractors at the Valero Refinery in Memphis, RBE has had an average crew of 8-10 millwrights onsite since 1998, performing maintenance on compressors, pumps and rotating equipment.

Valero Refinery Vice President and General Manager Mark Skobel said: "Roy's work is vital to the 24/7 operation because the equipment is the backbone of the process."

That process is responsible for production of approximately 195,000 barrels per day of light, low-sulfur crude oil at the Memphis refinery.

Valero employs up to 160 contractors on site, with up to 30 regular contractors.

"Roy Blackwell Enterprises is one of our top nested contractors. They focus on safety. They are responsive to our needs and always do quality work. You see Roy's professionalism through his employees," said Skobel.



**"I remember thinking, 'This is what I want to do. I love this work. This is my life's ambition.' I haven't looked back since."**

**Roy Blackwell**



A key decision that placed Roy Blackwell Enterprises on the map is choice of manpower. By partnering with the Southern States

Millwright Regional Council, RBE is staffed with professionals from Local 1554, who are completing projects safely and on schedule with fast, accurate installations, maintenance and repair.

**"I know when I call the Union Hall, I'll get someone with the skills and knowledge to do my work," Blackwell said.**

"Performing work safely is in the DNA of SSMRC millwrights. And a safe work site starts with comprehensive training for every millwright on every project," said David Park, Council Vice President and Business Representative for Local 1554.

"Our job is to support contractors like Roy Blackwell Enterprises with millwrights who have the training and experience to meet every challenge they face on the job site."

## **Solving customer problems with a focus on service**

When Roy Blackwell Enterprises gets the call, that usually means a company is down—planned or not—so it's critical to get the system up and running as fast as possible because no production means lost revenue.

"Our responsibility is to do the job right the first time, on time, and to do it safely," said Larry Avist, Vice president at Roy Blackwell Enterprises. "Our customers know

those goals are our priority, and now they know that our manpower will deliver on that promise."

That's what happened recently at an outage for Glasteel, a subsidiary of Stabilit, manufacturer of reinforced fiberglass plastic panels and polycarbonate and PVC products. Glasteel had a motor issue with the blower for their Radial Thermal Oxidizer.

"Our plant relies on this machine, and it was critical for the work to get done while we were down," said William Matthews, Maintenance Manager for Glasteel.

The enormous scrubber destroys Hazardous Air Pollutants, Volatile Organic Compounds and odorous emissions that are discharged during the manufacturing process. Roy's team worked on the motor, rebuilt the pillow block bearings and aligned the motor and blades for the blower.

"The whole process worked like a Swiss watch—I could not have asked for any





**“Roy Blackwell Enterprises is one of our top nested contractors. They focus on safety. They are responsive to our needs and always do quality work. You see Roy’s professionalism through his employees.”**

**Mark Skobel, Valero Refinery Vice President and General Manger**

better. Roy even gave me some tips to identify signs of bearing failure on our high horsepower blower,” said Matthews.

### **The evolution of customer-focused service**

When Roy Blackwell Enterprises started in 1997, it primarily served the oil and gas industry. As the company grew, it branched out to serve many industries that require precision alignment for their equipment.

Blackwell supplies mobile teams to provide services throughout the Southern United States. It tailors services to the

customer’s specific needs and requirements by providing alignment teams to help support an in-house maintenance crew, assist outside contractors, and provide complete alignment services that minimize in-house involvement.

In addition to precision machinery alignment and installations, Blackwell also offers:

- Laser shaft alignment to help prevent problems due to vibration, bearing and coupling failure and mechanical wear to parts.
- Precision leveling services to keep high

speed rotating equipment running at peak performance and avoid common maintenance problems like excessive axial vibration.

- On-site maintenance and repair services available 24 hours a day, 365 days a year to help reduce production down time.

### **Passion, dedication and partnership**

Growing up in Munford, Tennessee around an auto shop, Roy was always doing mechanic work. In 1969, he joined the Millwright Local before working with Grace Chemical for 11 years, then Schering Plough for 9 years.

But it wasn’t until Blackwell read the laser equipment brochure that his future became clear. He recognized the amazing potential laser alignment would provide with its improved efficiency and technological advantages.

“I remember thinking, ‘This is what I want to do. I love this work. This is my life’s ambition,’” Blackwell said. “I haven’t looked back since.”

From the start of Roy Blackwell Enterprises to the present, SSMRC Local 1554 has been right by his side the whole way. But it’s more than just the skills and knowledge of the millwrights.

**“The union has been like a family to me. We all look out for each other,” Blackwell said.**

David Park believes “SSMRC’s conviction in training millwrights to understand the value of contractor partnerships has been a key to the successful relationship with Roy Blackwell Enterprises. We train our millwrights to not only take pride in their work but ownership of the project.”

The future continues to look bright for the company. Roy’s son, Thomas Blackwell, a natural born millwright himself, is now President of Roy Blackwell Enterprises. Vice President Larry Avist, who worked in the petrochemical industry for 30 years, is a newer addition to the company. Blackwell says with the leadership in place and the manpower supplied by the SSMRC, he expects to continue providing his customers with the level of work they expect and deserve.





# Big River Steel Keeps Productivity in Place with

**W**hen Southern States Millwrights began work on the construction of the Big River Steel Mill in Osceola, Arkansas in November of 2015, the job was originally meant to only last a few months. But because of the millwrights' delivery of safe, productive and accurate work, the union contractor was asked to stay on and tackle more work.

The project is nearing completion with a week or two left to tie-up loose ends and load-out equipment, and the Southern States Millwrights continue to turn out safe, productive work daily.

"The SSMRC millwrights showed a willingness and a want to get the job done. And I give them high marks for their focus on safety," said Rob Dolacki, Construction Manager with Stevens Engineers & Constructors.

The millwrights were tasked with installing equipment, performing precision alignment, welding and rigging in the Tandem Cold Mill, Skin Pass Mill, and Batch

Anneal Furnace installations.

Gary Wharton, project manager with Stevens Engineers & Constructors, said the millwrights also assisted in installing exit end equipment at the Hot Strip Mill when Big River Steel needed to meet critical scheduling requirements.

**The jobsite employed crews of 10-24 millwrights at a time, representing SSMRC Locals 216 and 1192.** They netted more than 5,000 hours in the first two months, and then nearly another 40,000 hours in 2016.

## Contributing to History

Working on the project also means being part of history. Big River Steel is the world's first Flex Mill, which means it merges the wide



(Below) Finish Mill Housings before all the cladding installation



# Southern States Millwrights

Automatic roll change cars to get the work rolls that will be put into the mill stand



product mix and superior grade capabilities of an integrated mill with the technological advances of a mini-mill. But, you can't have a Flex Mill without the essential equipment for production. And starting in December 2015, the millwrights helped install the mill stand shoe plates in the TCM.

"The alignment of the shoe plates is critical because this determines the location of the housings and their final alignment—and ultimately the alignment of all the equipment inside the mill," Wharton explained.

"The tolerances for the shoe plates are .002 of an inch for level and line over the distance of the length of the shoe."

Once the shoes were set and sold off, the mill housings were rigged into place and set on the shoes. The housings weigh approximately 110 tons each.

"There is a machine fit from the housings to the shoes that is so tight when the shoes are landed in position, that you cannot see the gap with the naked eye. This is why position is so critical," Wharton added.

**Another critical contribution from the millwrights was helping install the mill housing separators, which are also machined and keyed, and tie the housings together.** While the housings were being set, they also installed the Main Mill motors and pinion gearboxes. The motors weigh about 30 tons each and have to be aligned within .002 of an inch.

Other work on the project included installation of the inner stand equipment, automatic roll change cars and backup roll sleds, plus two tension reels which coil the final product and several coil transfer cars,

and walking beams that carry the coils to the shipping bay.

The millwrights also installed an inspection station with a strip turner and other ancillary equipment such as a walking beam conveyor.

Big River Steel is the only North American mill to connect an Electric Arc Furnace with a Ruhrstahl-Heraeus degasser, which is able to achieve "world class carbon and nitrogen levels that are required by more advanced products," according to the company website.



Mill stands dressed out and ready for commissioning

Tension reel motors and pinch roll motors

"This is a landmark facility for Arkansas and the United States, and the Southern States Millwrights are remaining diligently focused on getting their work done far beyond the satisfaction of our employer and the project owner," said Wayne Jennings, Executive Secretary-Treasurer of the SSMRC.

"We worked very hard to be a part of this historic facility's construction, because we know that our work product will ensure the creation and efficient operation of a world-class facility for years to come."

Big River Steel expects to produce 1.6 million tons in its first phase of hot rolled, hot rolled pickled & oiled, cold rolled, cold rolled lamination and galvanized steel, consuming about 2 million tons of metallics annually.





Local 1554 members **Philip Milam** and **Dwayne Cherry** fit oil seals at the **TVA Cumberland City Steam Plant**. There was an average eight Southern States Millwrights on the Fall 2016 outage. The job was completed on schedule and without incident for contractor Gubmk Constructors. Great job, everyone!



**The SSMRC thanks Local 1263 member Justin Cloud**, also a Sergeant in the Georgia Army National Guard, the 848th Engineering Company for answering the call to duty to help his fellow Americans.

Sgt. Cloud (pictured, center) was activated to assist in the aftermath of hurricane Matthew's affect on Savannah, Georgia. Sgt. Cloud and his fellow soldiers were tasked with clearing debris from roads and other access routes to allow emergency vehicles in and around the area.

**Thanks for your service, Justin!**

## New Staff Members Named for Locals 2232, 1421, and 1554

The Southern States Millwrights Regional Council has added three veteran millwrights to its staff of Business Representatives.



**Benjamin Todd** of Wills Point, Texas will serve North Texas as the new Business Representative for SSMRC Local 1421. Ben was brought on board when David Bonds assumed his duties as Nuclear Representative for the Council.



**Dwight Murrah** of Houston, Texas is the new Business Rep for SSMRC Local 2232. Dwight filled the open slot when former 2232 Rep Mike Hines moved to New Orleans to replace Kevin Curley when he retired. Dwight will focus on the Houston and San Antonio areas. Both Benjamin and Dwight also hold positions on their Local's executive board and are accomplished millwrights with multiple certifications and qualifications.



In Tennessee, **Steve Williams** of Gulfport, Mississippi is the new business rep for Local 1554. Steve has worked with many contractors at various plants, most recently working with Siemens Generation Services for the last few years as a craft labor supervisor. Steve joins existing LU 1554 Business Reps David Park and Jamie Donald.

## Industry Outreach Helps Build Relationships at All Levels

**Part of our strategy to build relationships that help win work for our members is to interact with the various members of the construction industry.** For instance, we recently exhibited at the **45th Turbomachinery & 32nd Pump Symposia** in Houston. Our booth was operated by

Council staff, who had the opportunity to meet and network with construction industry professionals from a variety of industries. In the photo: Local 2232 Business Representative **James Rowland** (right), meets with **Tom Derrah** from Business & Industry Connection (BIC) Alliance.





## Local 1263's Gary Cook Recognized with Safety Award

### Congratulations to Local 1263

**member Gary Cook**, who recently picked up a Safety/Quality Recognition award for his work at the Savannah River Remediation (SRR).

Recently, while Gary and his fellow millwrights were working on assembling pumps, Gary was inspecting his work area and noticed the adjacent pump platform had cracks in the tube steel supports.

He barricaded the platform off and notified his supervisor, who alerted the facility manager. Two sections of the tube steel supports were identified: One with cracks approximately 6-feet in length and the other about 3-feet in length.

Gary's attention to detail and Situational Awareness in the Workplace helped prevent further damage to the platform and the potential of someone being seriously hurt.

Gary was presented with a certificate of appreciation by SRR and a Lowe's gift card. Thanks, also, to Tony Farmer, area superintendent, for nominating Gary for this honor.



## Leading the Way Everyday

Across our 11-state Council, leaders at all levels—from the union hall, jobsite and training center to the administrative offices—fuel the success of the SSMRC everyday. **Thank you for your leadership!**

### Executive Officers

#### Executive Secretary-Treasurer

**Wayne Jennings**  
Local 1192,  
Alabama/ Mississippi

#### President

**Dickie Bone**  
Local 1263,  
Georgia/Carolinas

#### Vice President

**David Park**  
Local 1554,  
Tennessee

#### Conductor

**Michael Hines**  
Local 729, Louisiana

#### Warden

**Daniel Mullis**  
Local 2411, Florida

#### Trustee

**Michael Valentine**  
Local 1554,  
Tennessee

#### Joel Scott

Local 1192,  
Alabama/Mississippi

#### Jimmie Jordan, Jr.

Local 1000, Florida

### Executive Committee at Large

**David Bonds**  
Local 1421, Texas

#### Joel Scott

Local 1192  
Alabama/Mississippi

#### Rick Halford

Local 216, Arkansas

### Local Officers

#### Local 216

**Don Newton**  
President

**Homer Hon**  
Vice President

**Steve Carr**  
Financial Secretary

**Steven Mitchell**  
Recording Secretary

**Benjamin Spainhour**  
Treasurer

**Chris Davis**  
Warden

**Aaron Spainhour**  
Conductor

#### Local 1421

**Ralph Pruitt Jr.**  
President

**Travis Watts**  
Vice President

**Richard Thomas**  
Financial Secretary

**Jason Jordan**  
Recording Secretary

**Timothy Miller**  
Treasurer

**Dale Boyd**  
Warden

**Angela Swain**  
Conductor

#### Local 2232

**Charles Stewart**  
President

**Wayne Berton**  
Vice President

**James Rowland**  
Financial Secretary

**John Shaddix**  
Recording Secretary

**James Rowland**  
Treasurer

**Dexter Conner**  
Warden

#### Local 729

**James Perniciaro**  
President

**Fleet Wallace Jr.**  
Vice President

**Kevin Curley**  
Financial Secretary

**Calvin Lambert III**  
Recording Secretary

**Kevin Curley**  
Treasurer

**Henry Brown**  
Warden

**Ronald Medine**  
Conductor

#### Local 1554

**David Park**  
President

**Jamie Donald**  
Vice President

**David Park**  
Financial Secretary

**John Conners**  
Recording Secretary

**Walter Eisele**  
Warden

**Charles Hudgins**  
Conductor

#### Local 1192

**Matthew O'Laire**  
President

**Ryan McKnight**  
Vice President

**Leonard McKnight**  
Financial Secretary

**Janelle Allen**  
Recording Secretary

**Leonard McKnight**  
Treasurer

**Fred Seay**  
Warden

**Rick Nail**  
Conductor

#### Local 1263

**Dickie Bone**  
President

**Roy Evans**  
Vice President

**Mike Hamilton**  
Financial Secretary

**Jim West**  
Recording Secretary

**Karl Brooks**  
Treasurer

**Randy Kirk**  
Warden

**Jerry Anderson**  
Conductor

#### Local 2411

**Daniel Mullis**  
President

**Charles Revill**  
Vice President

**Paul French**  
Financial Secretary

**Scott Spoon**  
Recording Secretary

**Paul French**  
Treasurer

**Willie Croft**  
Warden

**Edward Browning Jr.**  
Conductor

#### Local 1000

**Clifford Tucker II**  
President

**Jesse Martin**  
Vice President

**Gary Cothron Sr.**  
Financial Secretary

**Jimmie Jordan Jr.**  
Recording Secretary

**Gary Cothron Jr.**  
Treasurer

**Stephen Dagley**  
Warden

**Guy Carter**  
Conductor

### Delegates

**Local 216**  
**Rick Halford**  
**Steven Mitchell**  
**Matthew Nowlin**

**Local 1421**  
**David Bonds**  
**Dustin Rutledge**  
**Richard Thomas**

**Local 2232**  
**Dexter Conner**  
**James Rowland**  
**Eddie Banks**  
**Charles Stewart**  
**John Shaddix**

**Local 729**  
**Kevin Curley**  
**James Perniciaro**  
**Calvin Lambert III**

**Local 1554**  
**David Park**  
**Jamie Donald**  
**Mike Valentine**

**Local 1192**  
**Leonard McKnight**  
**Joel Scott**  
**Adam Brooks**  
**Wayne Jennings**

**Local 1263**  
**Dickie Bone**  
**Karl Brooks**  
**Mike Hamilton**  
**Tim Story**  
**Allen Graham**  
**Shon Douglas**

**Local 2411**  
**Daniel Mullis**  
**Charles Revill**  
**Paul French**

**Local 1000**  
**Gary Cothron Sr.**  
**Jimmie Jordan Jr.**  
**Guy Carter**  
**Clifford Tucker III**

### Trustees

**Local 216**  
**Aaron Hall**  
**Matthew Nowlin**  
**Barry Riley**

**Local 1421**  
**David Bonds**  
**Dustin Rutledge**  
**Daniel Westcott**

**Local 2232**  
**Dwight Murrah**  
**Steven Marshall**  
**Thomas Illingsworth**

**Local 729**  
**Charles Cunningham**  
**John Gomila**  
**James Perniciaro**

**Local 1554**  
**Mike Valentine**  
**Jared Keillum**  
**Scott Gilmore**

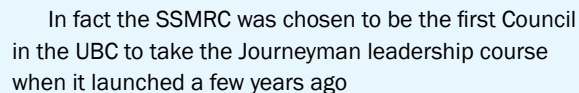
**Local 1192**  
**Bill Farmer Jr.**  
**Robert Hall**  
**Adam Brooks**

**Local 1263**  
**Allen Graham**  
**Wayne Orenica**  
**Timothy Story**

**Local 2411**  
**Bud Harrison**  
**Christopher Sebastian**  
**Robert Miller III**

**Local 1000**  
**Marvin Abend Jr**  
**Robert Spangler**  
**William Jolley**

Since the start of leadership training throughout the United Brotherhood of Carpenters, the Southern States Millwrights have capitalized on the opportunity to refine their relationship and leadership skills.



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

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

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

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

### 3rd Year Apprentice Leadership Graduates

**22 THE MILLWRIGHT** [SOUTHERNSTATESMILLWRIGHTS.ORG](http://SOUTHERNSTATESMILLWRIGHTS.ORG)



# Journeyman Leadership Training Graduates

Michael Mosley	Steven Slatton	Lloyd Aaron	Reger Curry	Jesse Jones	Frederick Pratt
Jared Murphy	Bradley Smart	Marvin Abend	Chance Cuthbertson	Sean Jones	Robert Prescott
Ryan Murray	Albert Smith	William Adams	Bradley Daniel	William Jones	Shane Pritchard
Charles Myers	Andrew Smith	Chris Addington	Robert B. Daniels	Jason Jordan	Thurman Purnell
Jack Myrick	Christopher Smith	Melody Addington	Robert W. Daniels	Dylan Kastberg	Gregory Rampley
Christopher Naylor	Dale Smith	Bobby Anderson	Travis Daniels	Jesse Kersh	Jeffrey Reel
Easam Neesmith	Daryl Smith	Jerry Anderson	Forrest Dicks	Tyron Killen	Charles Revill
Michael Neesmith	Eli Smith	Leonard Anzaldua	Donald Dickson	Randy Kirk	Rocky Rhodes
Brad Neubauer	Joseph Smith	Corey Ardwin	Jason Dickson	Rickey Kirk	Gabriel Rivera
Nicholas New	Justin Smith	James Arnold	Elizabeth Dietrich	Dusty Knight	Bobby Roberts
David Nichols	Paul Smith	John Aronica	Dana Dixon	Mark Krischke	James Roberts
Hercules Nichols	Chad Snow	George Arterburn, Jr	Danny Dodd	Bruce Kutej	Carlos Rodriguez
Nicole Nipper	Cole South	Christopher Ashley	Thomas Dohnalik	Shannon Ladrigan	Douglas Ryals
Travis Nowlin	Ryan Souza	William R. Auger	Eldon Dolloff	Calvin Lambert	Jason Sammons
Jason O'Hara	Aaron Sowers	Steven Baggett	Victor Douglas	Philip Lampley	Victor Sanchez
Robert Okroglic	Aaron Spainhour	Michael Bailey	Frampton Eaves	Thomas Lanham	Steven Sanders
Charles Oliver	Scott Spoon	David Baker, Jr.	Burdie C. Elliott	Joe Ledford	William Sandlin
Rodney Ortiz	Jeffery Spoor	David Baker, Sr.	Robert Engelke	Michael Lee	Jamie Sargent
Ramy Othman	Charlie Stafford	Donald Ball	Charles Esposito	Terrell Lee, Jr.	Thorin Scienze
Kelvin Page	Ryan Stahlbusch	Keith Bally	William Evans	Terrell Lee, Sr.	James Scruggs
William Page	Robert Stanley	Charlie Barlow	Shane Ferguson	Steven Lemon	Johnny Seale
Hubert Painter Jr.	Rachael Stibbe	Mark Barnett, Jr.	Trajan Fernandez	Darrell Lewing	Christopher Sebastian
Lonnie Parker	Jonathon Stinson	Ronald Barringer	John Floyd	Jeremy Lewis	Jeron Sewell
Zachery Parker	John Stockton	Luis Barrios	Joseph Fortenberry II	Charles Loftis	Milton Shelton
David Parks	Terry Strauch	Robert Bartlett	Whitney Fowler	Donnie Lomax	Eric Shoemaker
John Parris	Branson Strickland	Sam Battle	Jon Fox	Rolando Loynaz	Joshua Silas
Mark Pennington	James Stricklin	Marlon Bearry	Michael Franks	Aaron Mahle Sr	Patricia Simmons
Charles Petry	Justin Sutton	Henry Biesenbach	Michael Friday	David Marlin, Jr.	David Sims
Reinhart Pfunder	Raymond Sutton	Richard Biesenbach	Robert Fuqua	James Mashburn	Fredrick Sims
Eugene Phillips	Travis Swander	Ronald Black	William Garner	Lionell Mason	Jackie Sipult
Zachary Phillips	Shane Swann	Benjamin Blanken	James Gerwig	Steven McBryar	Teddy Slone
Joshua Pilant	John Syphrett	David Blevins	Scott Gilmore	Michael McCrae	Barry Smith
Sean Pinnell	Jared Tabor	Marty Boatwright	Christopher Gilstrap	Jake McDonald	Chad Snow
Roman Pischke	Ryan Taylor	Marty Boatwright	Michael Glaum	Donna McKinney	Cole South
John Pittman	Steven Terry	Jeremy Bogart	John Gomila	Edward Menees	Robert Spangler
Toby Pitts	Raymond Thomas	Karl Brooks	Jeff Goodner	Darryl Meza	Nicholas Sparrow
Andrew Porterfield	Chad Thompson	Henry Brown	Allen T. Graham	Bruce Miller	James Sparrowhawk
Sonnie Potts	Delton Thompson Jr.	Logan Brown	Christopher Greene	Joshua Mims	Shaun Stief
Charles Pouncey	Colt Torrence	David Bryant	Terry Greene	Carlisle Mitchum	Michael Stokes
Frederick Pratt	Wallace Townsend	Matthew Bryant	Curtis Griffis	Stephen Montrose	Patrick Stokes
Robert Price	Reginald Tucker	Todd Burgess	Douglas Guffey	Rodney Morgan	Bruce Stone
Donald Prince	Anthony Twardowski	Darren Burgett	Darren Guice	William Morrison	Marshall W. Story
Shane Pritchard	William Tweedle	Courtney Bush	Cody Hall	Karen Mousaw	Sammy Stricklin
Ruben Purdom	Earl Union	Mitch Bush	Johnny Hall	Randy Muller	Clint Studdard
Thurman Purnell Jr.	Daniel Urso	Barry Cagle	Brad Hancock	Daniel Mullis	Donald Swafford
Jon Pursel	Kane VanFleet	Jimmy Calloway	Sean Harkins	Dwight Murrach	Terrell Sykes
Michael Quinn	Kevin Vanlandingham	Anthony Campbell	Cedar Harlon	Rick Nail	Jeffery Tennyson
Gregory Rampley	Kenneth Villegas	Timothy Campbell	Justin Harris	Joseph Ryan Nations	Billy Thomas
Josh Reese	Fleet Wallace	William Carroll	Bud Harrison	James Nelson	Chad Thompson
Robert Reeves III	Cody Ward	Guy Carter	Jon Harrison	Jimmy Nevels	Steven Truell
Jeremy Rentz	James Ward	Ronnie Carter	Clint Harwell	Eladio Nieves	Reginald Tucker
Brian Rhoades	Donald Waun	Dink Cash	Douglas Hayes	Steven Nivens	Danny Turner
Rocky Rhodes	Brent Wells	Felix Chandler	Ronny Hearron	Sandra Noe	Robert Valdez
Zachary Richards	Sean Welsh	Jody Chapin	Jeffrey Hellriegel	Lloyd Norton	Kevin Vanlandingham
James Roberts	Sam Wenzel	Billy Chapman	Dan Henderson	Donald Nowlin	Cindy Varnadore
Lessie Roberts	Daniel Westcott	Juan Chavez	Vernon Herbez	Matthew C. Nowlin	Darrell Villar
Eric Rose	Cole Wetzel	Brian Cole	Mario Hernandez	Keith Oglesbee	Paul Waddell
Justin Rowland	James White	Lucas Coleman	Greg Hicks	Owen Olano	Thomas Wesson
Lee Roy	Matthew White	Danny Collett	Calvin Highsmith	Wayne Orenicia	Matthew White
Lee Roy	Phillip White	Michael Collins	Casey Hill	Chadwyck Owens	Ted Whitson
Troy Lee Russell	Dorian Whitfield	Mark Conde	James Hilliard	John Palmer	Gary Wilkey
David Ryals	Jason Whittington	John Connors	Dan Howard	John Palmer	Brandy Williams
Jason Sammons	Gary Wilkey	Leslie Cooper	Gerald Howard	Eric Parker	Steven Williams
Joseph Sanders	Hubert Wilson	Myron (Scott) Corker	Robin Howard	Bruce Parrow	Patrick Willingham
Kenneth Satterfield	Sarah Wilson	Paul Corker	Brian Igou	Cheryl Parrow	Hubert Wilson
George Scott	Charles Wine	Leland Cothron	Kenneth Igou	Kenneth Patterson	Justin Wilson
John-William Scott	Steven Wisdom	Gary Cothron, Jr.	Tommy Ingles	Railton Paul	Mark Windholz
Kody Shaw	George Wolfe	Mark Cox	Chris Isbell	Byron Pendleton	Kevin Wolbach
Phillip Shaw	Matt Woodruff	Ronnie Cox	William Jackson	Terence Percival	George Wolfe
Brandon Shelton	Derek Yarbrough	Jonathon Crawford	Charles Pat Jacobs	Reinhart Pfunder	Christopher Wright
Austin Shepherd	Christopher Yawn	Michael Zane	Stephen Jaskolowski	Kevin Pilant	David Wright
Kevin Shields	Anthony Yost	Culbreth	Rodney Johnson	Sean Pinnell	Nathan Yeager
Hunter Shingleton	Brett Young	Charles A.	Trent Johnson	Franklin Poole	
James Shipe	Charles Zellers	Cunningham	Daniel Jones	Larry Powers	
Robert Siegel					
Joshua Skipper					

# Port in a Storm

## Millwrights Put Brotherhood Spirit Into Action for Members Hit with Flooding

**T**he word “Brotherhood” was personified these last few months, as UBC nation, including a large showing from the SSMRC, banded together and came to the aid of about 200 SSMRC members who live in the area affected by the historic August storms and flooding in Louisiana and Mississippi.

From personal donations of just a few dollars to tens of thousands of dollars donated by several Locals, Regional Councils, UBC Districts, and the UBC, members led the way to help in every way they could.

Locally, members volunteered their time to help with relief efforts, including gutting flooded homes. The SSMRC, Central South Carpenters Regional Council, and the Southern District formed a relief fund to funnel the aid—in the form of money and building supplies—efficiently to those who needed it.

And then there was the clothing truck. Logan Roche, Council Representative for the St. Louis—Kansas City Carpenters Regional Council (pictured below, far right) and



Justin Jeffers, treasurer of Randolph County in Southern Illinois (pictured second from right), drove over 600 miles to deliver a trailer full of donated clothing. Their efforts were met at the Baton Rouge Training Center by volunteer staff and apprentices from both the Central South and Southern States Millwright



Councils to unload and organize the clothing for fast distribution.

“We are very thankful for the efforts of Logan and Justin. They are two great representatives of the army of supporters from the UBC nation who mobilized when members were in need,” said Wayne Jennings, EST, SSMRC.





# Using MIX 20/20 Dispatch

**The MIX 20/20 System** ensures your Local dispatch rules are followed fairly and consistently for all assignments. When you receive a dispatch call, you will be required to enter your PIN before proceeding. Then, based upon information you hear in the audio recording, you must accept or decline the opportunity. If you hang up during a dispatch call, however, MIX considers it an automatic decline.

Like all members using MIX, your activity in the system is automatically tracked — providing your Local with detailed logs of the process. For quality purposes, your call may also be recorded.

## **Work List Phone Number** **1-800-238-4954**

If you miss a dispatch call, and the position is still open, you can call the MIX 20/20 Member Information Exchange to participate. You will be able to hear the same audio recording, and have an opportunity to accept or decline the job.

## **Receiving a Dispatch Call**

When you answer a job dispatch, you will hear...

**“This is a job dispatch call from...  
This dispatch is intended for...”**

Or, you may hear...

**“MIX 2020, press 1”**

...in which case you must press ‘1’ to continue.

You will have an opportunity to make the system wait for up to 3 minutes until the member is available, to have the system call back later (without penalty), or continue with the dispatch. **Note:** If you have the system call back later, the job will be offered to the next member on the list.

**“Please enter your Member PIN:”**

Enter your four-digit PIN.

Once validated, you will hear your current number of declines, and an audio recording describing the specific job assignment. If you hang up AFTER ENTERING your PIN, MIX will consider it an automatic decline.

## **Accepting a Job**

After hearing the information about the job, Press one of the following numbers on your touch-tone phone:

To Accept the Job



To Decline the Job



To hear the information again — You can repeat the information up to three times.

To accept the job, you will hear confirmation of your acceptance, and additional recorded information about the job. Your dispatcher and the contractor will receive written documentation of your acceptance and will expect you to arrive on-time at the assigned location.

If the assignment is long-term, you will automatically be removed from the Out-of-Work list. Short-term assignments do not affect your position on the list.

## **Declining a Job**

To decline a job, you will have one last opportunity to reconsider after declining the job. If a decline will result in a penalty, you will be notified at this time. Once you end the call, your decline will be recorded by MIX.

## **Out-of-Work List**

Out-of-Work lists usually designate the type of work or geographic area you have selected for potential employment. Depending upon Local rules, you may belong to one or more Out-of-Work lists. If a particular job does not fill using its primary list, MIX will search for members of alternate (rollover) lists.

Generally, the member possessing the required skills, with the earliest out-of-work date (measured to the second) on the primary out-of-work list is called first, followed by other members on the primary list. Once the primary list is exhausted, calls proceed to rollover lists.

## **Skill Codes**

Skill codes designate the particular skills or qualifications you have obtained. Skill codes are administered by your Local, District, or Regional Office.

## **Privacy Manager**

MIX 20/20 is not compatible with the privacy manager feature offered by many local telephone companies. Because it is an automated system, MIX callouts may not reach you within the allotted time. If you use Privacy Manager, make sure you authorize calls from MIX 20/20 Caller ID. Contact your local telephone company for details.

# They Stayed Informed—and Won!

**Congrats to three members from Local 2232** for winning the Labor Day **Stay Informed and Win** contest. During the month of September, all members had the opportunity to join the Council's email and texting program and, in return, were thanked by having their name placed in a raffle for a \$500 gift card for three winners. Winners were chosen at random, but all ended up being from Local 2232! They are William E. Drenner, Steven Kindle, and Edsel Armstrong, III. Each winner was able to choose a card from Cabela's, Academy Sports, or Bass Pro Shop. **Congrats, guys!**

The contest is over, but it's never too late to stay informed.

Text **SSMRC** to **24587**

Email your name and Local to  
**SignUpSSMRC@southernstatesmillwrights.org**

We frequently send out Council news and information via our text and email program, so be sure to stay informed. We look forward to you joining us!

# Check out the New Council Website!



**An expanded membership section is the foundation of an updated and enhanced website for the SSMRC.** We've added a health section, a "Know Your UBC area, and a "Member Voices" section, which highlights the good works of our brothers and sisters. We've also added all back issues of our newsletter, videos, and media coverage. More information also is listed in the Locals section. **Take a look at SouthernStatesMillwrights.org.**







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#### **Executive Officers**

##### **Executive Secretary-Treasurer**

**Wayne Jennings**

Local 1192, Alabama/ Mississippi

##### **President**

**Dickie Bone**

Local 1263, Georgia/Carolinas

##### **Vice President**

**David Park**

Local 1554, Tennessee

##### **Conductor**

**Michael Hines**

Local 729, Louisiana

##### **Warden**

**Daniel Mullis**

Local 2411, Florida

##### **Trustee**

**Michael Valentine**

Local 1554, Tennessee

##### **Joel Scott**

Local 1192, Alabama/Mississippi

##### **Jimmie Jordan, Jr.**

Local 1000, Florida

##### **Executive Committee at Large**

**David Bonds**

Local 1421, Texas

##### **Joel Scott**

Local 1192

Alabama/Mississippi

##### **Rick Halford**

Local 216, Arkansas

#### **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.

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## **Follow us on Social Media**

Our community on Facebook, Twitter and LinkedIn is growing everyday. Get in on the conversation!

**Facebook:** Professional Millwright

**LinkedIn:** Southern States Millwrights

**Twitter:** @SSMRC11

**YouTube:** Southern States Millwrights

