



# The Millwright

Serving Alabama, Arkansas, Florida, Georgia, Louisiana,  
Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee and Texas | September 2019

*Partnerships lead the way in  
new and emerging industries*



# Labor Day Reflection

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**“The ‘father’ of Labor Day and of May Day, as well as the founder of the United Brotherhood of Carpenters and Joiners of America, Peter J. McGuire was one of the most remarkable figures in the history of the American labor movement. McGuire probably did more than anyone else to convince skeptical, locally minded union activists around the country that a national labor federation was not only necessary but also possible. Without his tireless enthusiasm and practical example, the creation of the AFL and its survival through its early years are practically inconceivable.”**

*– American Federation of Labor and Congress of Industrial Organizations  
Key People in Labor History*

**“We are responsible for preserving the success of our founding father’s tireless efforts. As the stewards of his legacy, enthusiasm, and conviction of our trade, we celebrate the ‘father’ of Labor Day, Peter J. McGuire.”**

**–SSMRC**

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# UBC MILLWRIGHTS' STANDARDS OF BEING THE BEST

UBC Millwrights understand the relationship between signatory Employers and end-user Customers involves a delicate balance. The behavior exhibited by a few, or in some instances, the actions of simply one individual, can threaten whether an Employer is afforded consideration for future work assignments which inevitably, as a result, affects the livelihoods of fellow Millwrights. Failure to perform an impressionable quality service right the first time, within budget and on schedule may jeopardize future work opportunities.

The work ethic and manner which Millwrights conduct themselves while on a Customer's premises reflects not only on the signatory Employer, but on the area Local Union and the UBC as well. Therefore, it remains imperative UBC Millwrights are held to Standards of the highest level at all times during work related and non-work related interaction with others, whether Employees of the Customer or other site Employers.

Should it be determined an individual is unwilling or incapable of satisfying these commitments by demonstrating a work practice or a course of conduct deemed as detrimental to UBC Millwrights' overall interests, then corrective action will be mandated. If warranted, certain disciplinary measures may include probation, suspension, or dismissal.

UBC Millwrights shall be in consistent adherence with these Standards:

**SAFETY...** Follow all Employer and Owner safety practices and guidelines. Use appropriate safety equipment as dictated.

**RELIABILITY...** Practice punctuality and arrive on time as expected at the designated workplace fit for duty, dressed in appropriate attire and equipped with required tools.

**RESPECT...** Conduct oneself in a courteous manner that fosters respect for Employers, Customers and fellow Co-Workers. Treat the property of others with care.

**CRAFTSMANSHIP...** Conscientious at all times of the quality and timeliness of the work assignment performed.

**ATTITUDE...** Work as a team player and display a positive disposition. Follow the directives, rules and policies of the Employer and/or Customer. Be receptive to constructive feedback.

**PRODUCTIVITY...** Commit to working in a diligent fashion and avoid any result or performance which could be construed as less than quality craftsmanship.

**PROFESSIONALISM...** At all times act in a manner which promotes a positive image of the Millwright craft. Maintain pace with industry-related technological advances and possess the necessary credentials and certifications expected of a highly qualified "professional" UBC Millwright.

**TRAINING...** Embrace continued education as an integral component of the Millwright profession and participate, whether required or voluntary, in the advanced skills and upgrade training programs as offered. Comply with all mandated training prerequisites.

**LEADERSHIP...** Serve as an example to fellow Millwrights. Actively support initiatives designed to promote the Millwright trade. Continually offer to share one's talents, knowledge and experience with those new in the industry.

*UBC Millwright First Committee*



## Council Update and Outlook

Brothers and Sisters, I always want to begin with a huge “Thank you.” Thank you all for your hard work and dedication that assists and enables this great council to expand and grow. Without

dedicated members in the field working hand in hand with our partnering contractors, none of that is possible. Through your safe, professional, and productive efforts in the field, you all show our dedication as a union to support the industry owners and our partnering contractors. Through our safe, professional, and productive service we increase the opportunities for us all to provide for our families now and for many years to come. I, the SSMRC Staff, and the UBC executives thank you.

This Council was chartered by the UBC on September 7, 2010, the day after what many regard as our holiday, Labor Day. Since that date, we have continually prospered and continued to grow. In the beginning we were led by a great union leader that possesses many years of experience within the leadership roles of the UBC, Dennis Donahou. This man led our council from its birth on Sept. 7, 2010 until July of 2015, you could say he is the father of the SSMRC, and personally I don’t know of anyone else I would have rather had leading our council during that time. Dennis took a \$500,000 loan from the UBC, established our council, led with a very progressive agenda, and upon his exit, left our council debt free with a multi-year reserve. Dennis Donahou is now the Southern District Vice President for the UBC, he is tasked with not only leading Millwrights but leading every craft that falls within the United Brotherhood of Carpenters and Joiners of America. I hope you all join

me in thanking Mr. Donahou for his continued support. Thank you, Dennis.

The SSMRC has seen steady progress since July of 2015. We haven’t missed a beat. With the advancement of Mr. Donahou, the greatest opportunity of my career was presented, the opportunity to become your EST, an opportunity that I refuse to fail at. Let me say, first and foremost, I am a millwright. When I became a Business Agent for my home local, I thought I knew what a business agent was; I had a lot to learn. When I became the Executive Secretary Treasurer of this great council, I realized I had even more to learn. In any situation or instance, what we think we know can cause us to form opinions that are contrary to the bigger picture. In management, the many other aspects of what it takes to ensure continued opportunity for everyone must be considered and weighed. I thank you all for the opportunity and I pledge to continue my own education, endeavoring to grow as a leader, to help ensure a constructive culture for all our members and business partners. My top priority is to cultivate an environment that provides opportunity for the members of this council to improve and grow their career to their fullest potential.

Allow me to give everyone an update on where the council currently stands. Over the past four years, our council has seen a great deal of prosperity. We have improved in every aspect of a healthy council; income, man-hours, investment returns, and increased reserves. We have also managed expense, including maintaining a low operating budget, holding administration fees to a minimum, and managing incentive and grant programs that invest in our locals and training programs.

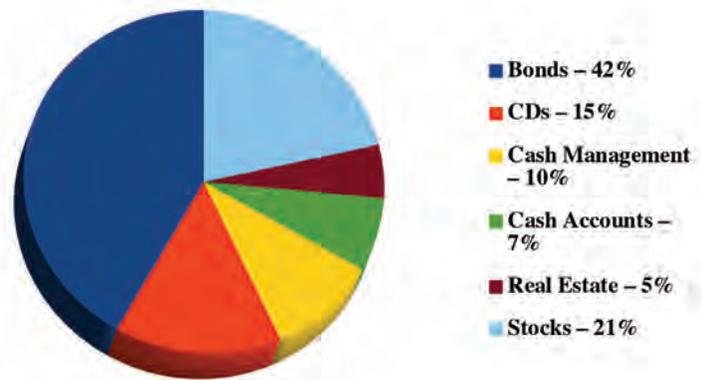
**Income:** There are two ways this council generates income: dues assessment and investment return. Every member regardless of their position or title is supposed to pay a 4% working dues assessment. This is 4% of your gross pay. That is the main funding mechanism

for the council. If we are successful with growing man-hours through work opportunity, the income for the council will increase. As it should, maintaining a good wage and benefit package that keeps us marketable and gaining employment opportunity for our membership is of high importance. We have been successful as a council, this shows through the man-hours and increased income we have experienced over the past years.

The second way the council creates an income stream is by investing the resources collected. The SSMRC has an investment policy that controls how we can invest the resources under our direction. For simplicity, this is a 75/25% approach. This means 75% of our investment must be in fixed income, little or no risk of losing money like CD's, bonds, certain money market accounts, and various types of annuities. These types of investment also tend to have a much lower rate of return. For that reason, we have 25% of our investments in at risk investments, we stay well below that allocation. This could be stock, REITs (real estate investment trusts), high

### SSMRC Financials by Type of Investment

May, 2019



yield bonds, currency trading, etc. Our investment strategies are designed to create a steady stream of return with little risk of loss.

With consistent man-hours growth at a good wage and benefit package, as well as steady returns on our investments, the council has increased its reserve, ensuring the council will have the funds to operate if or when we encounter tough times or

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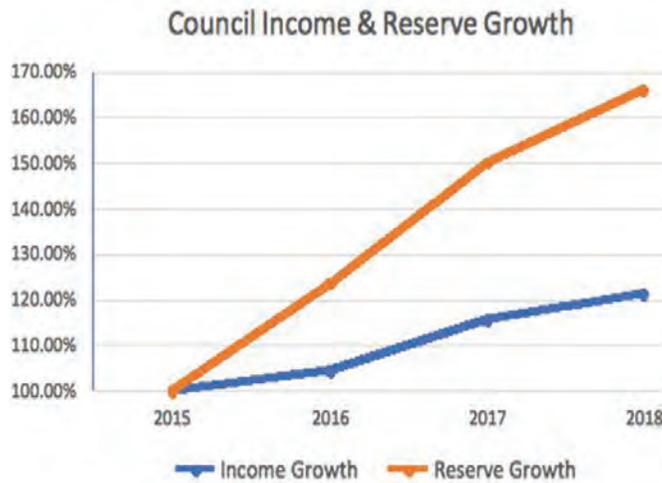
## Council Overview

| Annual Growth         |                       |                       |                       |                       |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
|                       | 2015                  | 2016                  | 2017                  | 2018                  |
| Operations Budget     | \$4,279,100.28        | \$4,450,382.99        | \$4,802,820.09        | \$4,878,764.49        |
| Grants                | \$112,540.00          | \$114,861.27          | \$681,278.97          | \$1,175,850.65        |
| Rollback              | \$600,490.00          | \$607,960.00          | \$602,690.00          | \$747,188.00          |
| <b>Total Expenses</b> | <b>\$4,992,130.28</b> | <b>\$5,173,204.26</b> | <b>\$6,086,789.06</b> | <b>\$6,801,803.14</b> |

| Reserve Growth   |                 |                 |                 |                 |
|------------------|-----------------|-----------------|-----------------|-----------------|
|                  | 2015            | 2016            | 2017            | 2018            |
| Reserve          | \$18,534,499.00 | \$22,906,361.00 | \$27,804,051.00 | \$30,790,555.00 |
| Growth % over BM | Benchmark       | 23.59%          | 50%             | 66%             |
| Years in Reserve | 2.2 years       | 2.7 years       | 3.3 years       | 3.7 years       |

Note: Our budget changes annually there for the percentage of funding is adjusted accordingly.

| Man-hours to Income Growth |                |                |                |                 |
|----------------------------|----------------|----------------|----------------|-----------------|
|                            | 2015           | 2016           | 2017           | 2018            |
| Man-Hours                  | 6,470,711      | 6,039,662      | 6,407,954      | 7,072,154       |
| Income                     | \$8,250,410.00 | \$8,601,853.00 | \$9,529,020.00 | \$10,006,115.00 |
| Income Growth % over BM    | Benchmark 0%   | 4.26%          | 15.50%         | 21.28%          |



**Cont. from page 5:** situations. If we experience another recession like we did in 2008, our council will be prepared for the difficult time. We have set a goal to reach, having a four year reserve for the SSMRC. We are making steady gains and we look forward to obtaining this goal.

**Expense:** I take managing the expense of the council very seriously, we must remain frugal with the resources we manage and at the same time invest in ourselves. The labor movement is about a concentrated group of individuals banding together in an effort to advance the standards of living for all. We must ensure we are spending our resources in a way that will help us accomplish this task. The SSMRC has managed not only to grow the reserve but we have also more than doubled the amount that we are reinvesting in our locals and training centers, ultimately benefiting the members. We have added staff positions, assisted our training programs and invested in our locals all while managing our operational budget effectively. The SSMRC is a healthy council and we must manage appropriately to stay that way. It takes management, but more importantly, Safe, Professional, Productive rank and file members to advance our movement.

**Let's Look To The Future.** We must always be conscientious of our surroundings; the industries that we work in are constantly changing and we must change with them if we want to maintain or grow this great council. You will see that the theme of this year's newsletter is New and Emerging Industries. Let's be honest, the industries that we are currently working within are constantly chang-

ing. New technology, processes, and materials are being developed every day. The power industry is turning from fossil fuels to green energy or renewables, wind, water, and solar. Manufacturers are using updated and cutting-edge processes to produce their goods. Machinery runs more efficiently, longer, and with less maintenance than ever before. We see robots performing the jobs of multiple people in half the time. The world is changing, and we must change as well. We must be looking to the future, identifying what the opportunities will be, and preparing ourselves to capitalize on the new or different industries we will be working within. Employment will be different in years to come and we, management and rank and file both, must prepare ourselves to remain marketable in any environment or opportunity that presents itself. Ex: robotics, automation, hydro, wind, and solar.

Distribution, manufacturing, and production will change; I ask you, the millwrights of the SSMRC, will you be prepared for the future? Will you apply yourself? Will you adjust to change? I believe we will have no choice. We must identify the industries of the future, train to be a viable millwright workforce that the industries need, and capitalize when the opportunities arise. As you read through this issue of the Millwright, you will hear from our three regional directors and some of the business agents on what we believe the future will offer.

In closing, our council is stronger and our business relationships better than ever. By growing our business relationships throughout all industries our opportunities will grow as well. By providing further educational opportunities through our training department and our members taking advantage of that training, our skill sets improve and our employment opportunities grow. With Safe, Professional, and Productive millwrights we can rise to any challenge thrown our way. We will be faced with many industrial changes in the future. I have no doubt our members will adapt to any challenge we are faced with. Stay safe, upgrade your skills, remain professional, be productive, and create a great career.

I thank you all for the opportunity to serve you as your Executive Secretary Treasurer.

*In Solidarity,  
Allen (Wayne) Jennings  
Executive Secretary-Treasurer*

# Vice President

## Ingenuity and Innovation

Southern District

From our root beginnings of working on the windmills that gave the millwright trade its name, to conveyors on assembly lines, to a plethora of work in the field of power generation and to our work in robotics in the automotive industry, the millwright trade has uniquely evolved and expanded to accommodate the many changes in demand and needs of skilled labor. This ability to evolve and adapt in an ever changing world has insured our survival when the demands for our skill sets at the time shrink due to the constant innovations in the work place.

Ingenuity and innovation over the centuries since millwright work first began have lead to a huge increase in the productivity in each man-hour we work. Ingenuity and innovation have also lead to an increase in the use of robotics and information technology. Even artificial intelligence has made its way onto the jobsites we work in. UBC Millwrights have, time and time again, proved that we can adapt to the changes in industries and add value to them. Because of the advancements in technology one of our key industries is changing drastically. The face of power generation will never be the same again and that means the methods and tools that we use to install and maintain power generation equipment is changing as well.

As we move toward clean energy, UBC Millwrights are once again recognizing the new demands and are adding to our skill sets to continue to add value to the industry. Solar energy is on the rise all across the United States and the states that encompass the SSMRC are seeing their share of the increase. This is a sector that might not normally come to mind when we think 'millwright', and in the past this was relatively true, but because of the use and development of technology, UBC Millwrights have found a niche in the sector. With the new age of solar panels, they now move and track the sun throughout the day instead of being in one fixed position. Just with this one advancement in solar energy, UBC Millwrights have been able to increase their market share with both installation and maintenance. The solar panels themselves

have become much more efficient with energy transformation making solar more of a competitor with the more traditional power generation methods.

Wind is another sector that UBC Millwrights are helping to move to the front of energy production options. It seems that the millwright trade has come full circle. Wind farms are also on the rise due to many of the same reasons solar is. The need for clean energy is a driver and advancements being made to the efficiency of the production of power are increasing the viability of this power source. UBC Millwrights are a great fit in this sector due to the installation needs and then the following maintenance needs for the life of the rotating equipment.

How is it that UBC Millwrights are able to keep reinventing themselves and continue to adapt? It is because the UBC offers more opportunities for quality training than ever before. I talk about this regularly because it is vital to our survival to be the safest, most trained, and most up to date workforce available. The SSMRC is blessed with people in leadership positions that keep themselves educated and strive to keep on top of the changes in a constantly changing environment. With the SSMRC's many training locations, along with the International Training Center located in Las Vegas, vast amounts of training are available to the members of our great Union. We must take advantage of these resources. We must continue to train and be the best workforce anyone can hire. Through our training we will continue to evolve. We will continue to adapt. We will continue to learn. We will continue to be an in-demand workforce that will always be relevant to the world we work in.



*Dennis Donahou*  
*Vice President Southern District*



# *Market & Johnson and Southern States Millwrights*

## **A partnership that captured new opportunity in the south**

The petrochemical industry has always provided steady employment opportunities for Southern States Millwrights. Historically millwrights have worked in the refinement facilities, but the opportunities exist in other areas of the industry as well. As the market for oil and gas evolves, new industries are emerging to support the production of oil and gas. Through a partnership with general contractor Market & Johnson, the Southern States Millwright Regional Council is capturing work in the sand mining industry that provides the raw materials essential to the fracking process used in the production of natural gas.

Fracking wells pump a compressed solution of water, sand and various binding chemicals into pre-drilled horizontal wells to fracture the rock formations. The sand holds these cracks open allowing natural gases to be economically pumped to the surface.

A northern outfit, general contractor Market & Johnson is experienced in the sand mining industry, having previously constructed sand mining plants closer to their headquarters in Wisconsin. Looking to expand South, Market & Johnson partnered with the SSMRC to chase new opportunities, successfully completing the construction of sand plants in Texas, Oklahoma and Arkansas providing new work opportunities for Southern States Millwrights.

In April of 2018, construction began on the US Silica Lamesa Plant, located in West Texas. This facility was built from the ground up by SSMRC millwrights out of Local 1421. Work included installing tracks, conveyors, sand boxes, bucket elevators, roll techs and screens, aligning motors, setting elevators with counterweights, sand dryers, distributors, slide gates, and load outs.

Around 40 millwrights were employed 60-65 hours a week for most of the duration of the project. Local 1421 millwrights secured employment throughout 2018 and well into 2019. By the time the project finished in April of 2019, Local 1421 members worked well over 100,000 man-hours. The millwright work for the Lamesa plant helped Local 1421 set a local-best man-hours record for the year of 2018, and a strong start for 2019.

Market & Johnson recently completed additional work at facilities outside of San Antonio with Local 2232 millwrights, and a plant in Texarkana using Local 216 millwrights. Market & Johnson is also slated to begin construction on a new plant in Oklahoma this fall. All in all, through June of 2019 our members have worked in excess of 160,000 man-hours with Market & Johnson in an industry that we were not working within.

Construction and maintenance of these sand plants require a variety of millwright skills. On these projects, SSMRC millwrights

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**Cont. from page 9:** are required to perform multiple tasks such as machinery installation and alignment, burning and welding, rigging, conveyor installation and tracking, just to name a few. Millwrights are installing conveyors that often reach heights of 160 feet or more. Millwrights must be proficient at operating aerial lifts as well as rough terrain forklifts.

The demand for more sand plants is expected to fluctuate with the market for oil and gas. But by strategic partnerships with contractors who are chasing work in these emerging industries, and by supplying safe, productive, and professional millwrights ensuring our partnering contractors, like Market & Johnson, are successful, the Southern States Millwrights Regional Council and its affiliated Locals will have more employment opportunities for the members, continuing to grow both members and man-hours by participating on these new construction projects, as well as maintenance and modifications of the existing sites.

In closing we would like to ask our members; do you have the skill set to be successful in these emerging industries? If so great, pass those skills on to the next generation to ensure future success for all. If not, please contact your local training department and take action to acquire the skills needed for the industries we work within. Build your future.

To Market & Johnson, the Southern States Millwrights Regional Council leadership and membership body extend a huge Thank You for capturing the opportunity and placing your trust in hands of our Millwrights to ensure the success of your company within the jurisdiction of the Regional Council.



## Opportunities

For many decades the trade of a Union Millwright was taught to us through the apprenticeship, journeyman upgrade training, and that journeyman who has been in the field for their entire career sharing their knowledge with the next generation. The tradition of journeymen teaching the apprentice millwrights the trade is why we are truly skilled craftsmen today.

If you observe the job sites today, the landscape is changing from the traditional millwright duties that we have performed for decades. New technology and advanced production processes are playing an important role. New equipment design has improved the process of manufacturing and products reach market much quicker and more efficiently than ever before.

I do not believe this is a negative factor, but another opportunity for the millwrights to evolve even more into the twenty first century. Who knows what could happen, with new industries we gain new and improved opportunities? As I look across the council, I see markets or industries that used to be the majority of work in certain areas beginning to change. New industries, different markets, and improved opportunities are opening for the Southern States Millwrights.

Let's use Houston as an example. The quality manpower working in the petrochemical industry in and around the Houston area led to the two business agents for Local 2232 having an opportunity to talk to an end-user about the quality of Local 2232's manpower. That conversation sparked an interest, and through developing that relationship, the agents led the end user to a couple of partnering contractors who were able to capture some new plastic extruder work. Through the hard work and dedication of our members, we will be able to capture more of that work in the future because we capitalized on that opportunity.

Following the success of that project, our agents started pushing the idea of other contractors chasing the work. In the 216 area, a partnering contractor did just that. Once the opportunity was in front of those members, they applied themselves, showed up, and showed out. Our members went into a traditional nonunion facility to perform work. By performing Safe, Professional, Productive work our members outperformed the two nonunion contractors that had

been embedded in the facility for years. They outperformed the competition so well the owner escorted the two nonunion contractors out of the facility by Wednesday of that week, our partnering contractor was told that they had the plant maintenance, and additional Southern State Millwrights were hired. Our members seized the opportunity leading to employment opportunities for other brother and sister Millwrights. The end-user was so pleased, they sent our members up north to learn the company culture and their system of extruders.

As another example, sawmill and wood pellet plants were non-existent to Union Millwrights in the past. The adage was "Union workers are too expensive." The opportunity presented itself and you, the members, once again rose to the occasion, outperformed expectations, and secured the work for the future.

I can give example after example where opportunities were presented to Union Millwrights, and how the members rose to those occasions. We must remain open to the changes that our industries will be making. Identify opportunity, secure the knowledge needed to succeed, and out-perform our competition by delivering Safe, Professional, and Productive work.

I think you get the point, when opportunities present themselves, we need to take advantage of the resources we have available: a well trained mobile workforce ready to work when and where the opportunities exist. By securing these opportunities we ensure future work opportunities for not only ourselves but for all of our Brother and Sister Millwrights.

Remember this: "Opportunities seldom knocks twice"

*Until the next time. God bless you and your family, this beloved country and the freedom to be  
"UNION MILLWRIGHTS"*

**Rick Halford**  
Chief of Staff



## Tracking Progress



*"Integrity is the most valuable and respected quality of leadership always keep your word."*

- Brian Tracy

The state of being whole and undivided is part of the definition of integrity.

Under the leadership of EST Jennings, this office continues to hold true to this definition, which includes not only the membership but our partnering contractors. The SSMRC Nuclear office was created with integrity to address the needs and requirements of the industry in partnership with our contractors by creating a unified team of labor and management for the future. End-users can be confident in our "one-stop-shop" for the nuclear industry.

As a team and with the assistance of Ron Fritzeimer, this summer we rolled out phase two of our nuclear database. Based on input from our contractors and the SSMRC nuclear office, Ron restructured the database to be more user friendly, to maintain and supply better records and information, and, of course, to maintain multiple outage manpower lists during the peak outage seasons. The database is vital to tracking each outage's manpower requirements as the average number of millwright openings being filled each season is close to 500. In the fall of 2018, that number was 912.

From the fall of 2016 to the fall of 2019, the SSMRC has serviced 63 nuclear outages with six contractors and filled 3,652 millwright slots utilizing 2,859 UBC Millwrights - 82% of which were SSMRC members. Combined, man-hours from fall 2018 and spring 2019 is in excess of 1 million. In that time frame, we have picked up more balance of plant and specialty valve work with new and already established contractors creating additional man-hours for the members.

### SSMRC FALL 2016 - Spring 2019

| Category          | F2016 | S2017 | F2017 | S2018 | F2018 | S2018 | Accumulated |
|-------------------|-------|-------|-------|-------|-------|-------|-------------|
| Total Manpower    | 366   | 858   | 323   | 611   | 912   | 582   | 3652        |
| Total Utilized    | 336   | 674   | 314   | 410   | 659   | 466   | 2859        |
| SSMRC             | 304   | 649   | 286   | 469   | 738   | 472   | 2918        |
| SSMRC Journeymen  | 242   | 500   | 223   | 351   | 531   | 324   | 2171        |
| SSMRC Apprentices | 62    | 149   | 63    | 118   | 207   | 148   | 747         |

|                        |    |     |   |     |     |     |     |
|------------------------|----|-----|---|-----|-----|-----|-----|
| Members with 2 Outages | 30 | 184 | 9 | 201 | 253 | 116 | 793 |
| SSMRC 2 Outages        | 28 | 151 | 9 | 192 | 222 | 100 | 702 |
| Traveler 2 Outages     | 2  | 33  | 0 | 9   | 31  | 16  | 91  |

|  |     |
|--|-----|
| Average Membership Utilized Per Season | 477 |
|--|-----|

Although the 2019 fall season is what we would consider small with six outages; the spring of 2020 will be busy with a current count of 14 potential outages which comes with a large labor demand. Let's all be diligent by keeping our training and records up to date. Today's preparation is tomorrow's success! Let's be prepared!

***BE INVOLVED, BE INFORMED, ATTEND YOUR LOCAL UNION MEETINGS***

*David L. Bonds  
Nuclear Representative*

## Moving Forward

Technology plays a vital role in how the Southern States Millwright Regional Council operates. We use it to communicate with our members, our employers, and each other; we use it to analyze and track data, which EST Jennings uses to make informed decisions for the council. Ultimately, technology serves to advance our goal of increasing the wages and standard of living for our members, while also ensuring that our partnering contractors are successful.

The primary objective of the SSMRC IT Department is to ensure that our computers, phones, and various systems are functioning properly, and to support our staff in their operation. The second objective is to find new ways to solve problems and to enhance our existing capabilities, by using existing systems more efficiently, or building new ones. Over the last year, the SSMRC has worked to improve our previous tools, and rolled out some new ones as well. Here are a few examples of some of the projects we have been working on over the past year:

### Online Dues Payment Portal

Through the SSMRC's partnership with the Bank of Labor, we have rolled out an online dues payment system in four of the nine SSMRC locals. Members of Locals 216, 1192, 1554 and 2232 can now pay their dues online through the portal at [southernstatesmillwrights.org/duespayments](http://southernstatesmillwrights.org/duespayments). The portal is available 24/7, and we have had many members take advantage of it outside their local's regular business hours. This helps our members keep up with their dues even while traveling or working shifts that make it difficult to get in touch with the local during business hours.

We are working on rolling out this system to more locals in the council; for more information on the availability of the portal for your local, please contact your business agent.

### Nuclear Database

As we approach the fall outage season, the SSMRC Nuclear Office is preparing to roll out the second version of the nuclear database. Our nuclear agent, David Bonds, uses the database, in conjunction with our partnering contractors, to track and schedule our members. The new version will assist with tracking member training requirements, making sure we are able to notify members with training requirements that will be expiring.

There are also many improvements that will increase the level of communication between the SSMRC and our partnering contractors, helping us make sure that we are able to put the most SSMRC millwrights on the nuclear outages in our jurisdiction.

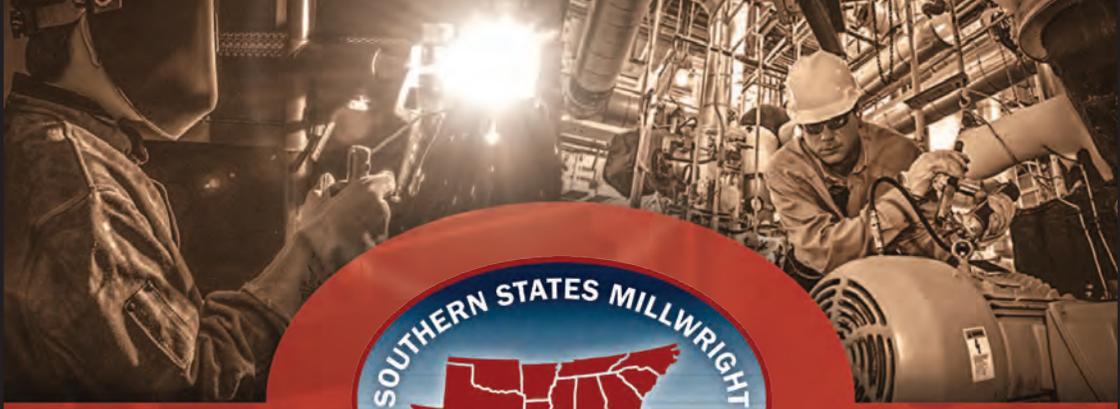
### Digital Marketing Campaign

Since we started our digital recruitment campaign in Texas and Louisiana in April of 2018, we have seen a steady quantity of high level apprentice and journeyman quality millwright applicants. By April of 2019, we had expanded the program to all of our locals. Growing our membership base allows us to better service our partnering contractors, which allows our contractors to grow, resulting in more work for SSMRC millwrights.

Technology continues to evolve, and under the leadership and direction of EST Jennings, the Southern States Millwright Regional Council continues to move forward, improving our efficiency, and striving to better serve our members and partnering contractors.

*Ron Fritzemeier*  
*Assistant to the EST / IT Director*





## A TRUE PARTNERSHIP READY TO MEET YOUR INDUSTRY'S NEEDS...

**THROUGH SAFETY:** We're committed to safety and provide the best-trained, most vigilant millwrights in the industry. SSMRC millwrights work millions of manhours annually and deliver an exemplary safety record.

**WITH EXPERTISE:** Unskilled and untrained labor can lead to unpredictable safety, manpower, deadline, and budgetary issues. Our millwrights arrive ready to work, helping to keep the project on budget and on-time, every time.

**VIA LOYALTY:** Our millwrights become life-long employees because of our commitment to improving their quality of life through community involvement, education, career advancement, and a competitive benefits package. Loyalty ensures we always have the industry's most skilled and dependable workforce available to you.

We encourage you to visit our website to learn how partnering with the SSMRC can help you meet your needs. Or give us a call to access more than 5,000 safety-conscious, professional and productive millwrights in our 11-state region.



[SOUTHERNSTATESMILLWRIGHTS.ORG](http://SOUTHERNSTATESMILLWRIGHTS.ORG)



# Member Spotlight



Growing up in the small town of Whitwell, Tennessee, like most boys, William "Cowboy" Adams helped his dad and grandfather work on old cars and got bit by the hot rod bug. As a teenager William started working on his own cars, building hot rods to take to the local drag strip. Making repairs, figuring

out how to do the best with what he had available. This started his love of working on machinery. Little did he know that this time working with his dad and grandfather building hot rod cars would be the building blocks of a successful career for William as a Union Millwright.

After graduating high school, William decided to join the United States Navy. Enlisting in 1979 he began his Naval career as a machinist mate, learning a trade and doing what he loved, working on machinery. After completing his Military Occupational Specialty (MOS) training, he requested submarine duty and was assigned to the USS John Marshall SSBN 611. There William learned everything from bow to stern, taking pride in his duties and applying himself to learning and becoming proficient in hydraulic systems, air systems, oxygen generator systems, diesel generators, O2 scrubbers and potable water systems. This just touches the tip of the knowledge he gained as a sailor. At the end of his Naval career, after earning numerous personal and unit awards to include receiving his dolphins, he left the Navy as 1st Class Petty Officer and the Leading Petty Officer (LPO) at his last command.

Taking his passion, knowledge, and experience on to a civilian carrier, William joined the Millwright Apprenticeship program, challenging himself to become the best Millwright that he could. Starting work for local contractors in the Chattanooga area, he quickly built his name. Contractors such as MSI, Millco, Wood Group, Atlantic Plant Maintenance, Siemens, and Universal Plant Services, quickly recognized the talent in both Millwright knowledge and leadership. William has held positions as foreman, general foreman, superintendent and even

project manager. Not limiting himself to one line of work, he has worked on his tools, mentored, and lead from the front at facilities such as car plants, steam and gas turbines, petrochemical refineries, and paper mills.

With this experience, Universal Plant Services has employed William as a leading asset. John Stone, Operations Manager Universal Plant Services, has this to say about William - "I want to express my gratitude for aligning Universal Plant Services with a really great Millwright named William Adams. William has bent over backwards for UPS working jobs all over the country for the last few months. Within a three-week period, William has put over 5000 miles on a work truck traveling from Tennessee to New York, Indiana, Minnesota, etc. Each place William worked as the UPS leader, the customer praised William and our company for a job well done. As a result of a recent job William performed, the customer told William based on your performance we will be awarding UPS the next turn around services, which consists of an overhaul of 12 compressors. UPS management is very happy to have William on the UPS team and look forward to continuing success!"

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***"Over the course of my Millwright career, I've met some really great millwrights and made some lifelong friends as well. So, the next time you're on a job, do your best to represent your local and the contractor your working for because the next job could end you up in a great position like I got, a job of your dreams!"***

***– William "Cowboy" Adams***

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Personally, I have worked around William on numerous jobs and he has never fallen short on any task put in front of him. As a Business Representative I am proud to have William Adams as a member of Millwrights Local 1554. His drive and aspiration to be the best that he can be is an inspiration to his brothers and sisters in our craft.

Let's all take this opportunity to thank William "Cowboy" Adams for the commitment and dedication he shows to advance our trade through being a Safe, Productive, Professional Millwright. *Thanks, Cowboy.*

# New Markets and Industries



***Brother and Sister Millwrights,***

At the beginning of 2019, January 1st to be exact, I was blessed with the opportunity from Executive Secretary-Treasurer Wayne Jennings

to serve this familyhood in another capacity. As the Eastern District Director, I have been working with Locals 1000, 1263, and 2411 to achieve membership and man-hour growth. This has given me the privilege to visit many of you, see how other Locals operate, and bring the good ideas many of you have to other Locals in our district. This position has also allowed me to expand my networking list to include contractors and industries not typically utilized in every area. These contacts have given us the chance to diversify our work opportunities and provide a more stable workload for you outside of the power generation outage schedule.

We are now seeing petrochemical work in the Florida Region, hydroelectric and automotive opportunities in Georgia and the Carolinas, field machining partnerships, and work opportunities on ships in port. These emerging industries offer our members more choices in their employment portfolio, to add to their pension, and to keep health insurance coverage for their families.

Our new partnerships have been strengthened by the quality work performed by current

members and the professionalism each member exhibits on these new industry opportunities.

Our district has also added a new staff member. I want to welcome Business Representative Charlie Smith to Local 1263. Charlie brings an extensive understanding of the landscape of the Carolinas and is a great addition to our team. Charlie began his position on January 1st and has already brought two non-union contractors to the table to discuss partnering with Local 1263, one of which has already performed work under a PLA. Charlie will be working out of the North Augusta office until the completion of our new facility in Charlotte North Carolina where he will then relocate.

Our training centers have added new journeyman upgrade classes to their catalog. Local 1263 is beginning to offer the Intro to Hydroelectric class to its members. I am working with many individuals to expand the opportunities in Georgia and the Carolinas to gain market share in the numerous hydroelectric facilities and our members need to be poised to capture and hold these opportunities. The Florida Training Trust is offering the pipe beveling field ma-



**SSMRC  
Eastern Region**

chining class for our new partnership with MTI. This new partnership has endless potential for our members in the Florida region. Please do not forget to maintain our basic skills such as rigging, alignments, forklift and aerial lift certifications. Remember, the only things that set us apart from our competition is our training and our professionalism.

I am fortunate to work with some of the best Locals in the UBC. We have so many members that take ownership of their Locals and strive on and off the jobsite to improve the image of Union Millwrights. I am seeing members sacrificing pay on jobsites to attend union meetings

and contract negotiation committee meetings. Members are participating more in the leadership classes offered by the CITF and DET. I see members working hard to keep their skills up by renewing their rigging cards and welding certifications. I see members taking the relationships they built over time and starting their own union companies. I am proud to belong to a district that takes pride in their Union. Our district understands that it is the members that make this Union strong, and we are getting stronger every day.

***Logan W. Brown***  
***Eastern District Director***



# Emerging Markets in Local 1000

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Power Generation is a large portion of our man-hours here at Local 1000. However, we are always on the lookout for markets to increase our membership and man-hours.

One emerging market in our area is on-site machining and welding. An example of progress in this market began with a meeting with MTI Power, one of the contractors who does this work. MTI Power has been in business since 1982 and has designed their own equipment for on-site machining and welding.

We had our first job with them this year. Two Millwrights worked on a project with them at FPL West County plant to cut and remove three sections of thick wall pipe, before beveling and counter boring to prep for the welding process. In preparation for this opportunity, MTI Power provided us with equipment and consumables to train our members at our millwright training center located in Tampa, Florida. The training department now has two large and one small unit to train with. Additionally, MTI sent a tech to train our instructors for two days on the new equipment.

Currently we have 11 members trained, and we are setting up more classes to grow our pool of members to meet MTI Power's manpower needs. This will also help with our membership and man-hour growth.

Local 1000 has seen yearly progress in its goal to grow the light conveyor and food and beverage work.

I have been working with many of our local contractors as well as reaching out to food and beverage contractors from other states, which has led to increased man-hours for this category every year.

*Fraternally yours,  
Cliff Tucker  
Business Representative, Local 1000*



# Big Move in Store for Local 1263



*Hello Brothers and Sisters,*

I'm Charles (Charlie) Smith; as some of you know, I'm a new Business Representative for Millwright Local 1263 covering the Carolinas and Augusta, Georgia. I've been a member of Local 1263 since 2012. I served my apprenticeship and made journeyman through the locals training program. I've worked as a foreman and general foreman with several of our industry partners throughout my career with the local. In November of 2018, I applied and interviewed for the SSMRC position of Local 1263 business representative. I was fortunate enough to have been offered the position after a three day evaluation at the ITC in Las Vegas. My main goal when I took this position was, and still is, the continuing education of our membership. I believe educated members are strong members, and stronger members set the

benchmark. As union members our livelihood is constantly being threatened, I believe the better educated and informed our local members are, the stronger we will be to stand united against these threats.

We are in the process of building a new training center and office in the Charlotte, North Carolina metro area. This new facility will be approximately 25,000 square feet. It is slated to be multi-level with several class rooms, meeting rooms and offices, as well as a tremendous shop space. It will be shared with Carpenters Local 312. Once the facility is occupiable, I will be relocating there from our North Augusta, South Carolina office. My objective is to generate more market share in the Carolinas. Right now, Charlotte is one of the fastest growing cities in the United States. This growth will create great opportunities for the UBC, SSMRC, and Local 1263.

To start, foster, and grow these opportunities; it will take us coming together to make the Carolina's millwright strong. I've already begun talks with several local contractors in the area and things seem promising. We are also diligently pursuing the 65 hydro units that are in Georgia and the Carolinas. The work outlook is truly amazing!

Together I know we can accomplish great things. In order to do so we will need to continue to mentor and coach our apprentices and help them to become our future journeyman leaders. We will also need our journeyman to take the role of leadership upon themselves and continue to grow through education and training moving forward. Our goal is to retake 70% of the market share. With the right men and women leading us into tomorrow, and with great relationships between our Union and our partnering contractors, we can do just that! I firmly believe there is nothing better or stronger than a safe, diligent, teachable, focused, and ambitious UBC Millwright. Working together with the leadership of the SSMRC and the UBC, I feel our future is bright and limitless. I make no promises except one; I will work tirelessly every day to represent, my members, and my local, The Southern States Millwright Regional Council and The United Brotherhood of Carpenters and Joiners of America!

*"There are risk and costs to action.*

*But they are far less than the long range risks of comfortable inaction"*

– John F. Kennedy

*Fraternally yours,  
Charles Smith*

*Business Representative, Local 1263*

# Wave of Maritime Construction Hits Local 1263

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The construction industry has and always will be an industry of change. No job is ever the same as the last. Every new job presents a different challenge. When an innovative contractor like K & M Industrial comes along, the SSMRC is called to action. They're a new contractor to the SSMRC based out of Gladstone, Michigan.

Owner, Josh King, has delivered a great new line of work for UBC millwrights to expand their skill set. K&M Industrial specialize in maritime construction and retrofit, maintenance and repair of Coast Guard Cutters. Some of their work scope is what we typically do, things like pump rebuilds, shaft alignment, fabrication of hand and guard rails. They also cut out and weld in new port holes, deck plating and so on. All of this work performed by our craft is done in wet docks at local ports. With the major ports and coastlines of Georgia and the Carolinas this should be a great venture between Local 1263 and K&M Industrial.

K & M has opened new avenues for the SSMRC and Millwrights Local 1263 to gain more man hours in an entirely new industry. Just another place for our members to grow, learn, and apply their skills in a new and unique environment. As highly trained,

skilled, and qualified craftsmen, millwrights of the SSMRC and Millwrights Local 1263 welcome this bold new venture.

Standard Prime is also a new industry partner that has ventured into 1263's local jurisdiction. They specialize in mechatronics and light conveyor. These fields are a great opportunity for our members to grow with training in this part of our industry. Also, we have made inroads with a new contractor that specializes in heavy industrial hydraulic presses. They install, relocate, and rebuild these presses and the hydraulic units as well. We also have a long standing industry partner that has opened offices in 1263's jurisdiction. Universal Plant Services has expanded their footprint in areas across the country. With this expansion new doors are opening and that is bringing new opportunities to the SSMRC and Local 1263. With all the emerging industry, the established and new industry partners we are currently working with, we see great things on the horizon for Local 1263 and the SSMRC.

*Fraternally yours,  
Mike Hamilton  
Business Representative, Local 1263*





# Pulp, Paper Industry Returning to Local 2411

Our planet is changing, and so is the way we need to conduct our business.

It changed 15 years ago when the paper mills where being shut down and relocated overseas.

It is changing again as the pulp and paper industry is emerging with significant new opportunities.

The most agile companies are anticipating these changes and produce products that will fill the needs of the future, boxes for the ever expanding online shopping venues, paper bags for the environmentally conscience, and the tissue products that our growing population depend on for personal hygiene. Paper cellulose is used in numerous products and produced at mills in Brunswick, Georgia; Jesup, Georgia; and Jacksonville, Florida by Brunswick Cellulose and Rayonier Advanced Materials. The most recognizable is paper towers and toilet tissue. The tissue industry is expanding.

There are new paper machines being built all over our jurisdictional area. Georgia Pacific is

adding a new tissue machine at their Palatka Mill that should be complete by earlier 2020.

These are great learning centers for our members. To build a new paper machine you need precision capabilities. Aligning and leveling to tolerances of .002 of an inch. Most people can't fathom that number. Rigging skills, conveyor skills, and almost every skill a millwright will use in his career is needed to build a new paper machine.

With the knowledge and skill set that we hone during the installation of these new machines, we can use that experience and knowledge in future maintenance outages! The world has to lower their waste and one of the simplest ways is to start replacing plastic with paper, a reemerging market.

Let's keep standing strong and building for tomorrow!

*Fraternally yours,*

*Paul French*

*Business Representative, Local 2411*

# Skilled Manpower: Signed, Sealed & Delivered

**Southern States Millwrights** are known for fueling the southern industrial construction industry with safe, reliable, experienced millwrights. Our 5500+ pros staff jobsites from Texas through the Carolinas, all with the same level of technical competence and customer service.



**Signed:** Customized agreements with client-friendly work rules keep our contractors competitive and productive. For instance, our contractors can travel key people & employees, call members by name and/or send a not-for-rehire letter. We also work from a No Strike clause, and we hold our members accountable to an established set of rules and guidelines. Promises made are promises kept.

**Sealed:** Dynamic skill and leadership training is supported by a host of accredited assessments and certifications, including:

- Millwright Qualification Program
- Overhead Bridge Crane
- GE Gas Turbine
- Steam Turbine
- Flowserve Qualified Pump Repair
- Aerial Lift Operator
- Powered Industrial Truck Operator (PITO)
- OSHA Construction Fall Protection
- Scaffold User Qualification
- First Aid, CPR, AED



**Our Certified Rigger and Signaler (CRS)** certification program is accredited by the National Commission for Certifying Agencies (NCCA). The CRS certification exceeds all requirements for riggers and signalers in the United States and Canada. The rigorous process required to achieve the CRS certification allows our Contractors to identify the right people for the job. Learn more about the CRS and other UBC certifications at [UBCCertifications.org](http://UBCCertifications.org).

**Delivered:** The ROI for partnering with contractors who employ Southern States Millwrights includes:

- Increased Safety
- Better Productivity
- Disciplined Crews
- Deadlines Met
- Budgets Protected
- Accurate Results
- Jobsite Leadership
- Overall Professionalism

**Southern States Millwrights — Manpower Solutions that are Signed, Sealed & Delivered!**



**Wayne Jennings**, *Executive Secretary-Treasurer*  
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[SouthernStatesMillwrights.org](http://SouthernStatesMillwrights.org)

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# Eastern Region Training Center Welcomes new Executive Director

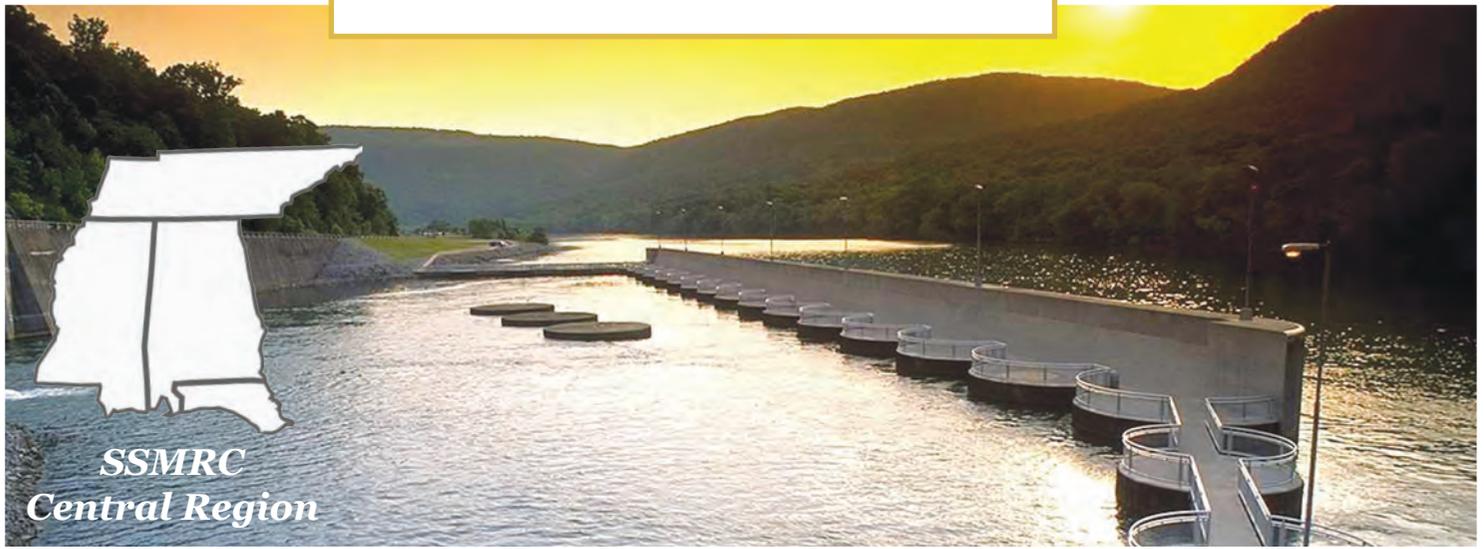


I have hit the ground running since becoming executive director of the Southeastern Carpenters Training Trust Fund (SECTT) late last year. I'm charged with operating training centers for the Southeastern Carpenters Regional Council and Southern States Millwright Regional Council. My primary objective is to ensure carpenter and millwright journeymen and apprentices receive the right training for their employer's needs in Georgia, North Carolina, and South

Carolina. A Georgia native, I started my Union Career at Local 144 in Macon, Georgia in 1994 as a millwright by trade. I got my start as an instructor in 2010 when Dickie Bone, the long-time Executive Director of the SECTT, hired me for the Augusta Training Center. When I took over from Dickie who retired late last year, I knew I had legendary shoes to fill.

Dickie laid a foundation that will serve us well into the future and I look forward to building on what he established. I have surveyed the millwright landscape, to include the training centers, curriculum, and we are now taking action to update our millwright facilities, tooling and curriculum. This will be great for our millwright training program. I am now working to establish a new training center in Charlotte, North Carolina.

*Fraternally yours,  
Shon Douglas  
Southeastern Training Director*



Tennessee's Raccoon Mountain Hydro pumped storage facility.

## New Markets and Industries



The SSMRC Central Region encompasses the states of Alabama, Mississippi, Tennessee and the Florida panhandle. Within this footprint are an abundance of manufacturing and assembly plants where our members and partnering contractors find working opportunities. As SSMRC staff, we are continuously challenged and looking for alternate markets

to increase our membership and man-hours. As a steady stream of fossil fuel plants shut their doors and or convert to gas we look for new opportunities for growth. Within the Central Region we have an abundance of hydropower generation facilities, automotive manufacturing and assembly plants that are providing us with opportunities to increase our man-hours.

### Hydropower Generation

Within the Central Region we have identified 62 hydro plants; Tennessee encompasses 38 of the plants within its state boundaries leaving Alabama to lay claim to the remainder of 24. According to the Industrial Info Resources project research, the hydro industry is expecting to spend \$1.4 billion within the next year on capital and maintenance projects across the central regions footprint.

Tennessee Valley Authority (TVA) is the nation's largest public power corporation. TVA owns more than 90% of Tennessee's electric generating capacity and half of the power plants, to include the 10 largest plants in the state.

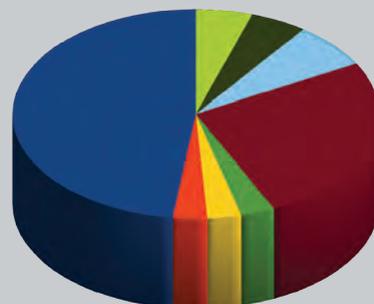
TVA's footprint encompasses the Tennessee River system with a total of 59 dams, 30 of which are power producing. Raccoon Mountain's 1,616 mega-watt facility began

operation in 1978 and is the third largest pumped storage hydro-electric facility in the United States and is ranked as the ninth largest hydro plant in the nation.

Raccoon Mountain's projected capital and maintenance spending is at \$18.9 million with projects projected through the year 2021. Local 1554 is currently working with Voith Hydro at the Raccoon Mountain facility on the unit 4 upgrades. TVA encompasses 53% of the hydro plants within the central region.

Alabama's Lay Dam began operations in 1914; since then Alabama Power has constructed 14 hydro facilities across the Coosa, Tallapoosa and Black Warrior rivers. The hydro-electric plants provide about 6% of the company's power generation. These dams impound more than 157,000 acres of water and provide more than 3,500 miles of shoreline. Alabama's Southern company makes up 26% of the hydro plants within the region. Within the hydro industry there is an opportunity for market share growth within our region and along with this comes member training.

### Central Region Hydro Dams



- Tennessee Tennessee Valley Authority 48%
- Tennessee United States Army 3%
- Tennessee Brookfield Asset Management Incorporated 3%
- Alabama Power South Energy Cooperative Incorporated 3%
- Alabama Southern Company 3%
- Tennessee United States Department of Defense 7%
- Alabama United States Department of Defense 5%

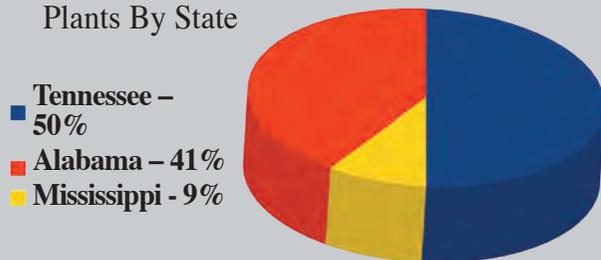
The Mid South Carpenters Regional Council Training Trust Fund and the Southern States Millwrights Regional Council have partnered with our signatory hydro contractors to develop specific hydro training classes for this industry, which is an ongoing progress. Member dedication and training will be the key to our success!

### Automotive Assembly and Manufacturing

Automotive assembly and manufacturing plants are a major producer of man-hours within the SSMRC Central Region. Within the region we have nine major auto assembly plants that include; Nissan, Canton, Mississippi; Nissan, Smyrna, Tennessee; GM, Spring Hill, Tennessee; Toyota, Blue Springs, Mississippi; Honda, Lincoln, Alabama; Hyundai, Montgomery, Alabama; Volkswagen, Chattanooga, Tennessee; Mercedes Benz, Vance, Alabama; and a new Toyota-Mazda plant to be built in Huntsville, Alabama to start production year 2021.

Tennessee is the heartbeat of the southern automotive corridor. It has been the top state in automotive manufacturing strength for five of the last eight years according to business facilities magazine. Transportation equipment is Tennessee's top export accounting for 22.8% of the all their exports.

### Auto Manufacturing Plants By State



The automotive industry has made up for 34% of the central region man-hours for the first quarter of 2019, we anticipate these man-hours will spike tremendously over the next two years. With the increase in man-hours, it will bring opportunities for us to increase membership within the region's footprint. We are excited about the opportunities coming our members' way with the new additions at the Toyota Motor Manufacturing Plants in Alabama and Mississippi and the joint venture Toyota-Mazda assembly plants being built in Alabama. These two projects will provide long term employment and benefits for our members and their families.

The Toyota Motors Engine Manufacturing Plant launched production in 2003 and has undergone four expansions since. In September 2018, partnering contractors and members completed a \$106 million expansion adding a new 4-cylinder engine line that created 50 new full time jobs for the Toyota plant to include maintenance opportunities for our SSMRC brothers and sisters.

In March of 2019, the Toyota Motor Manufacturing Plant also announced yet another major two-year expansion project that will include the creation of 450 new jobs for Toyota. The expansion of two new engine lines will pro-

duce the 4- and the 6-cylinder engines to start production year 2021. The Huntsville Toyota facility produces nearly one third of all engines built in the United States.

Toyota accounted for a total of 630,000 engines which equates to 2,600 engines built per day. It is the only Toyota plant in the world that produces the 4-cylinder V6 and V8 cylinder engines under one roof. We welcome this opportunity and look forward to having a safe and productive project.

At the Toyota-Mazda's Assembly Plant groundbreaking ceremony in November 2018, the partnership vowed to build a \$1.6 billion, 3.3 million square foot new assembly plant here in Huntsville, Alabama with hopes of launching production in early 2021.

According to Toyota-Mazda, the new assembly site will employ up to 4,000 people to build and produce 300,000 vehicles per year. Toyota-Mazda currently plans to build the Mazda crossover and the Toyota Corolla at the new assembly plant. At the Toyota-Mazda groundbreaking ceremony an industrial robot armed with a shovel plunged it into the ground and raised the pile of dirt displaying it high in the air while the song "Sweet Home Alabama" was played aloud for the spectators as they cheered over the 2,000-acre assembly site.

These two projects will provide long term employment opportunities for central region members and allow for growth in membership and man-hours within the region. In a recent meeting we attended, there were talks about the Huntsville assembly plants' completion in 2021.

Toyota, Blue Springs is looking to possibly do a Hybrid Model changeover which will continue to keep SSMRC Millwrights employed through 2023 and possibly into 2024.

With all the working opportunities ahead of us we must stay up to date on our training and be able to meet the contractor and owner needs in order to maintain this market share. The Training Trust Fund is looking to build a new state-of-the-art training facility in Nashville, Tennessee. There they will provide training for members in the conveyor and robotics systems within the auto industry.

In the Local 1192 jurisdiction we have installed three donated robots in their training facilities. There members learn how to shoot machinery lines, set the bases and rig the robots to be correctly set on elevation, also how to set and install the protective barrier fencing. In the Central Region we are blessed with opportunities and as always we still have room for growth.

SSMRC Millwrights Having the Can Do, Will Do attitude combined with the dedication to Training will be the key to all of our success!

Kudos to the largest, most highly skilled millwright workforce in North America!

**SAFE \* PROFESSIONAL \* PRODUCTIVE**

*Jeffrey B. Smith*  
*Central Region Director*

# The New Business Face of Local 1192



Les Roberts was born and raised in the small town of Carrabelle, Florida, home to the world's smallest police station and where training for the D-Day Landing Drills were held. He grew up in a large family consisting of nine sisters and four brothers. He spent most of his childhood, when not in school, fishing in the gulf of Mexico and hunting in Tate's Hell National Forest. When the economy slowed down in 1989, Les and his family moved to Crestview where he would graduate from high school in 1991.

Les joined the U.S. Army after graduation. He would spend the next 20 years serving in numerous capacities as a rifleman, radio telephone operator, team leader, squad leader and platoon sergeant. He attended various service schools to include Jungle Warfare Operations, Joint Operations Training Center, and Advanced Infantryman School just to name a few. He was awarded 22 ribbons and metals in his career. The Expert Infantry Badge (EIB) and the Combat Infantry Badge (CIB) were the toughest to earn. He retired Honorably at the rank of Sergeant First Class in 2011. When asked what his greatest career accomplishment is, his answer is always the same: serving his country in the United States Army.

After retiring, Les was employed by the US government as an Operational Manager at the American Embassy in Afghanistan and Director of Logistics in Iraq.

In March 2014, Les joined Local 1192 as a Millwright Apprentice. He spent the first 18 months at Plant Ratcliff aligning various types of pumps and motors, and on the coal crusher. He took every advantage of every opportunity to become a better millwright and learn the trade.

In the fall of 2015, he started working with Atlantic Plant Maintenance. It honestly felt like his second career was finally on track. After a few jobs with APM he was offered a chance to be part of their Inventory Parts Specialist (IPS) program. Over the next three years he traveled throughout the United States conducting inventories for Hot Gas Pass' and Major Inspections for APM. During the same time, when IPS work was slow, you could find him on the turbine deck as a millwright. In November, 2018 Les was hired as a new Business Representative for the Southern States Millwright Regional Council for Local 1192. When asked why he wanted to become the business representative he says the answer is easy, "I have the desire to help others become just as successful as I have been if not more so. This position gives me the opportunity to do that."

Les has six children of his own, two girls and four boys, and one grandson. He spends his free time with them and doing the things he used to do as a child. Growing up in a big family and having one of his own has instilled in him the importance of having a good work ethic as he passes it down to his future generations and it shows in his job as the Business Representative for Millwright Local 1192.



# Growing Local 1192

## From Within and From Without

We are currently preparing for a busy fall and spring outage with our partnering contractors. We are excited about the new Toyota / Mazda project coming to Huntsville, Alabama this year. This project will increase our man-hours within the automotive industry for our Local. Toyota / Mazda will provide long-term employment with an opportunity for member's to work locally.

In the first quarter of 2018 vs 2109 we experienced an increase of 16.5% in man-hours. Southern Companies Plant Barry, Miller and Wilsonville all had major new construction projects going on that put our local members to work here at home. One of the key components of keeping Local 1192 healthy is keeping members working and informed.

Local 1192 currently has 760 members with a working membership of 695. In 2019 we have increased our journeyman classification by 2% in the first quarter, which is a benefit from constant recruitment of qualified millwrights and our local apprentices graduating from the training program.

We have recently started utilizing a method called Geofencing to help aid in our recruitment initiatives within our jurisdiction. Geofencing allows us to target potential members with the best chance of succeeding within our industry.

For example:

- Non-union journeyman
- Experienced millwright apprentices
- Military veterans with mechanical skills
- Vocational graduates with a mechanical background

Some of our target locations have been non-union hiring offices, jobsites and open shop training centers within the mechanical Millwright trade. We will always continue our grassroots recruitment effort of bottoms up, member to member organizing as it has been our most productive recruitment method.

Within our jurisdiction of Alabama, Mississippi, and the panhandle of Florida, we find that people are working. The national unemployment rate is at a record low of 3.6%. Alabama is also experiencing a record low of 3.6%. Mississippi follows with an unemployment rate of 4.8%. With the unemployment low within our region it makes findingskilled, reliable craftsmen difficult to recruit.

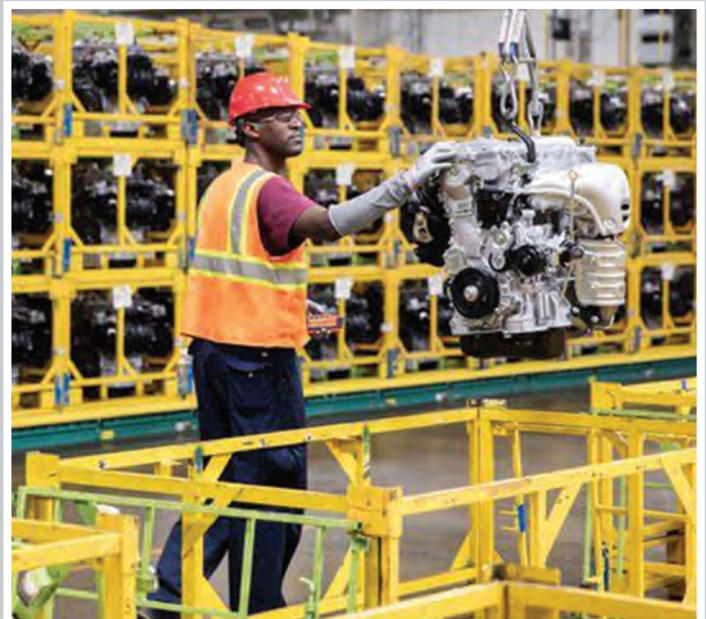
Within Local 1192 we have held labor management meetings, which keeps us informed on the individual contractor's desires and specific needs within their industries and sites.

Members Training is a key component for our contractor's success. Members having the right attitude and skills, ensures the job is 'Done Right the First Time and On Time!'

Local 1192 has recently launched an online dues payment program where members can go to [southernstatesmillwrights.org](http://southernstatesmillwrights.org) and or [dues.ssmrc.us](http://dues.ssmrc.us) and pay their dues at their convenience, any hour of the day. Since initiating the online program our arrears rate has dropped, which allows our members to receive more rollback monies into benefiting their Local. Our goal is to get 1192 arrears rate at less than 1%; with every member's dedication we have no doubt we can accomplish this goal.

The brothers and sister of Local Union 1192 have a solid future and career ahead of them. We would like to see that one day we reach 1,000 working members within 1192. This can only be possible with the help from our partnering contractors and members pulling in the same direction with a 'Can Do, Will Do Attitude!'

**Clint Smith / Lessie Roberts**  
*Business Representatives, Local 1192*



# Health of Millwright Local 1554

First and foremost, Gunny and I are very appreciative of the members of Millwright Local 1554 getting behind the initiatives in our jurisdiction. Through your dedication and hard work, Millwright Local 1554 is moving forward and we look to have a very prosperous future. With man-hours on the rise, and the prospects for future work continuing to grow, the future is very promising.

With power generation being one of the staple industries for member employment in Local 1554's jurisdiction, we need to remain conscious of the fact that fossil plants are closing their doors at a record pace. As a union, we need to be proactive, plan ahead, and be prepared to replace the lost man hours and work opportunities. You, the member, have a lot more to do with that than you may realize. TVA has devoted \$60 million to be spent over the next three to five years, towards upgrading their aging hydro fleet. The Millwrights need to be prepared to capture this work. We are off to a great start, with over 20,000 man-hours worked in the hydro market by our members in the first half of 2019. With more hydro trained Millwrights, this local will be able to capture even more of this work. We ask all of you, if you do not have the specific hydro training that is being offered at the Chattanooga Training Center, please contact Chad Snow at 615-426-7566 for a class schedule and registration. We need to be prepared to capture this market when it presents the opportunity. You members are where the rubber meets the road. By having the training needed, you will be ready to perform the job at hand, enabling us to provide Safe, Professional, and Productive Millwrights to our partnering contractors. By ensuring their success, we will ensure our success through participation on future projects.

As the landscape of the energy industry continues to change, we also see opportunities at additional combined cycle units in Local 1554's jurisdiction. We have some awesome members that are very proficient on the steam and gas units. If you are lacking in this department, contact your training instructors and

prepare yourself for the skill sets that future opportunities will require. Build your future and enhance your toolbox by preparing for the future.

The auto industry is vital market for Local 1554. With rumors of a huge expansion at Nissan and Bridgestone, our members need to be prepared more than ever to capture that work. We have contractors chasing work at GM, Nissan, Bridgestone, Volkswagen, and many tier 1 and tier 2 suppliers.

We are currently performing work at Nashville's Postal Facility, and we feel the amount of work and the members required to complete this project will multiply over the next three months. Whether it's machinery setting, or conveyor installation, Millwright Local 1554 members should be prepared to capitalize on the opportunities we are presented. By performing Safe, Professional, and Productive work, we ensure successful completion of the construction and maintenance projects entrusted to us by our partnering contractors, and the owners that hire them. Success for one is success for all, breeding future opportunities by bringing value to the industries we work within.

Man-hours for the first quarter of 2019 are up by 5,532 over the first quarter of 2018 and continue to grow. With increased man-hours, we are in the position to grow our membership. Our apprentice numbers are increasing; we have been concentrating our recruitment efforts in areas around the state where our apprentice density is low, and we have employment opportunities. Our apprentice numbers are up 65% over 2018 and we haven't stopped there. We are attempting to organize seasoned Millwrights concentrating on Journeymen quality or perhaps high-level apprentices. We must grow our talent base if we expect to secure the work in the future. Once again, Gunny and I thank you all for taking the initiative to be the best Millwrights possible. We are losing our experienced members at an astonishing rate all throughout the brotherhood. We only have two avenues of replacement, recruit seasoned millwrights or train and graduate apprentices; the future of our



local lies within the hands of its members. With that said, membership is increasing in both the apprenticeship and journeymen classifications. We want to personally thank the rank and file members that have attended various recruitment events with Gunny and I. These members have taken time out of their lives to assist with the Local recruitment efforts, attending trade school career days, job fairs, and grass roots bottom up organizing. We very much appreciate your assistance.

The retention committee has worked diligently, and their efforts have never been more evident than now; the arrears rate for Local 1554 is just over 1% and we are working towards the goal of zero arrears. The local has taken steps to help this by sending kind reminders to members through text, email, and Mix 20/20 broadcasts. We understand how busy everyone is and hey, we can all use a kind reminder every now and then. The Local established the online dues payment system for your convenience, you can now pay your dues online 24 hours a day. Convenience at its finest. Give us a call or visit the portal at [southernstates-millwrights.org/duespayments](http://southernstates-millwrights.org/duespayments) for more information.

In closing we wanted to mention something we

believe every member of 1554 is looking forward to and is excited about, the purchase of a building in the Nashville area for our offices and monthly meetings. This is becoming a reality and we should close on the property soon. Just a few years back, we managed to purchase a building in the Chattanooga area and now we are doing the same in the Nashville area. This could not have been achieved without the much appreciated assistance from the Southern States Millwright Regional Council. We have an ever growing Local, associated with an awesome Council, and our future looks bright. Let's prepare for the future through training and capture the opportunities through delivering safe, professional, and productive work to our customers. Through our can do, will do attitudes and positive work ethics, we will ensure our future.

Gunny and I would like to thank the SSMRC and every member of Millwright Local 1554 for the continued success of our trade and we look forward to closing out a great year!

*Steve Williams / William Condon  
Business Representatives, Local 1554*

# ONE CALL. 5,000 SOLUTIONS.

**More than 5,000 highly skilled, experienced, productive millwrights are just a phone call away.** From Texas to Florida, from Louisiana to the Carolinas, the Southern States Millwright Regional Council has professionals who are trained, certified, and properly credentialed to work on your project.

**Our priorities?** Safety and Productivity.  
**Your ROI?** Work that's done quickly and properly—keeping the work on schedule. One call. 5,000 Solutions.

**Our goal** is to keep our employers and their job sites supplied with the best-trained, most highly qualified millwrights in the industry. And we meet that goal, everyday.

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# Welcoming, new Central Region Training Center Executive Director



Greg Williams is the new executive director for the Mid-South Carpenters Regional Council Training Trust Fund (MSCRCTTF), having assumed the reins from retiring leader, Jimmy Hulsey, in January of 2019. Greg now oversees a network of training centers and training staff that services millwrights and carpenters in Tennessee, Alabama, and Mississippi.

Greg has been a proud member of the UBC for 26 years. His various positions included working as a carpenter/millwright foreman for Johnson Contractors for 10 years and as a foreman/superintendent for Craig Construction for three years.

His career in training began back in 2006 as a full-time carpenter/millwright instructor for the Central South Regional Council. A few years later, he became a senior coordinator for the MSCRCTTF and soon moved to assistant director of training and education for the Trust. When Jimmy Hulsey retired in 2018, Greg was named to succeed him.

“You don’t replace a Jimmy Hulsey, you simply work hard to keep up with the standard he set,” Williams said. “We have a great program because of him and it’s my honor to keep advancing his vision to train our members to be the best in the construction industry”

Just a few of Greg’s goals for the MSCRCTTF program include securing a new training facility in Nashville and updating all training centers with new equipment. To bolster an already highly skilled staff, Greg will focus on keeping them trained in the latest educational delivery and skill certifications by keeping in close partnership with the Carpenters International Training Fund.

“Through training, we will carry our members into the future and create opportunities for more work hours. We also are committed to partnering with our Local Unions and our signatory contractors to meet any training needs that may arise.”

*Greg Williams*  
*Mid-South Training Director*

# New Markets and Industries



*Greetings Brothers and Sisters,*

As part of the original staff of agents when the SSMRC was formed in 2010, I was fortunate enough to experience the leadership, teamwork and relationships that have grown the SSMRC into what I believe is the best council in the UBC.

In 2019, under the guidance of Executive Secretary-Treasurer Wayne Jennings, the SSMRC was divided into three regions to continue to building upon its foundation of collaboration to expand our presence into new industries and grow our current membership and market share.

I was honored to be given the opportunity to take on the role as Regional Director for the Western Region of the Council. The Western Region is the largest which covers Texas, Louisiana, Arkansas and Oklahoma. That is over 400,000 square miles and its four locals work approximately 48% of the SSMRC's man-hours, that's over 3 million man-hours in 2018 alone, with over 2,300 members and growing.

As Regional Director, I have been tasked with several initiatives. First and foremost has been to encourage the growth of our membership and man-hours, while assisting the local agents with challenges or new initiatives and building or maintaining positive relationships with employers and end-users. We cannot grow without work for our members and we cannot successfully assist our partnering contractors without skilled millwrights to dispatch to their jobs. Increasing membership and man-hours must be accomplished in balance so that we achieve sustainable growth and provide adequate work for our membership.

Membership and man-hours are the economic drivers for our organization and industry. Successful projects lead to more work awarded to our employers which leads to more man-hours which allows us to grow our membership. It all takes collaboration and team work to truly be successful; if one of us fails then we all fail.

By successfully working with the agents for each Local, the training staff, our employers and the other regional directors, the Western Region has been able to build better relationships, attract new employers, gain market share in both existing markets and new industries, all while continuing to recruit new membership needed for successful projects. We have a great team and will continue this growth by capitalizing on every opportunity to make it happen.

I'd like to thank my team for their hard work and continued support and EST Jennings for the confidence he has placed in me. I look forward to the new challenges this position provides and the opportunity to assist the locals in the Western Region, while assisting the SSMRC to grow and develop for our continued success.

The state of our industry is ever changing by the ebbs and flows in different sectors of the economy which can affect the number and types of projects available. This kind of change can have significant negative impacts if we are not prepared. Much like a good investment portfolio, we must be sure to diversify our industries and markets so that we don't put ourselves at risk for major losses.

Over the last year the SSMRC has been tracking the man-hours and breaking down the percentages into industrial categories. This allows us to identify where we have the most risk should a major situation in one or two sectors occur and allows us to see where we have the most opportunity for growth.

The two major industries that have provided the most man-hours in the Western Region have historically been the power generation and the petrochemical industries, but the demographics vary significantly between each local.

In Arkansas and Oklahoma, the power generation and pulp and paper industries have been providing the majority of the man-hours for Local 216. In the Northwest half of Texas, automotive work is the primary industry for Local 1421. For both Local 2232 in Houston and Local 729 in Baton Rouge, man-hours for petrochemical work along the gulf coast is significantly more than other industries.

There is one major industry with an opportunity for growth among all the Locals in the Western Region. It's one that makes up only a small portion of

the currently worked man-hours – the light conveyor industry which includes manufacturing, food and beverage, distribution and other processing facilities.

We have been able to gain work in a manufacturing facility located in Arkansas called Taber Extrusions. Taber is a facility that manufactures precision aluminum extrusions that can be used in medical equipment and consumer electronics. We have completed several projects with CR Meyer and future projects are on the horizon.

Boldt has also gained work at the Amazon facilities in both Tulsa and Oklahoma City. Amazon has grown exponentially over the last several years, building distribution centers across the country. Successfully completing projects for Amazon and building that relationship, could help us gain more market share in the distribution sector of the light conveyor market.

In Arlington, Local 1421 has had a major breakthrough with United Parcel Service. Partnering with our contractor MHS we were able to take over a project that our non-union competitors were removed from. The project has been successful for the last several months and is projected to expand to over 130 millwrights on site. The success of this venture could significantly improve our relationship with UPS and open up opportunities to increase market share across North Texas within the light conveyor industry.

Local 2232 has gained some market share in the food and beverage sector in Houston by working with contractors to bid projects with In-Bev which has gotten work in Anheuser Busch and Karbach breweries. Major improvements in the relationship with the contractors working for Toyota has yielded more millwrights, working not only in the automotive side of the facility, but also on light conveyor used on the parts manufacturing side.

There are over 1,000 food and beverage facilities alone in the Western Region of the SSMRC and our industry percentage for light conveyor is under 5% as a whole. There are thousands of other manufacturing facilities across the Western Region that also present potential work hours for our contractors and members. We just have to target and capture them.

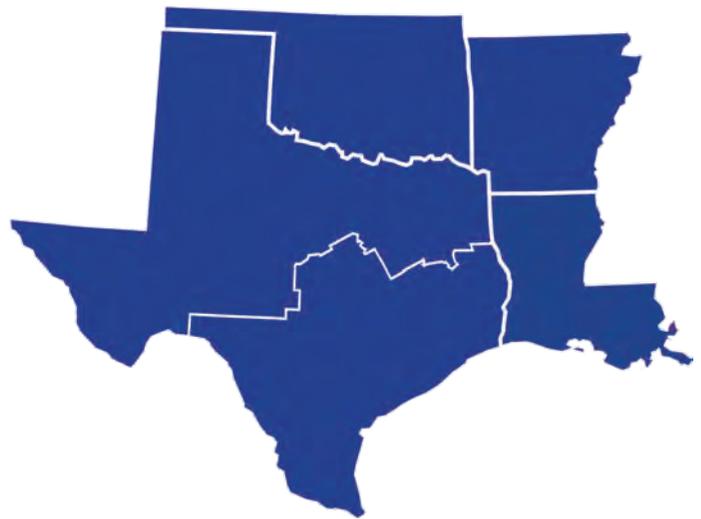
We are currently targeting major food and beverage processing companies such as Coca Cola, Tyson, and Nestle while continuing to work at increasing our

presence with distribution and packaging companies such as FedEx, UPS and Amazon.

We have utilized industry reports to give our contractors the information needed to bid upcoming projects in the light conveyor market, and we have had some success as noted previously. We have also reached out to form new relationships with UBC employers outside of the SSMRC whose primary work is in the markets we are looking to expand. We continue to expand our training options and curriculum to include skills needed by the light conveyor industry so our members will have the training to ensure the success of any projects we are awarded. Successful projects will lead to more work for our employers and more man-hours for our members.

The huge growth opportunity in the light conveyor industry market is a prime target for the Western Region, as well as the SSMRC overall. Utilizing all the tools at our disposal while continuing to build our relationships with the employers in this industry, will lead to the growth and diversity we are looking for to ensure the future success of our region and the SSMRC.

*Fraternally yours,  
James Rowland  
Western Region Director*



**SSMRC**  
**Western Region**

# Local 216 Gaining Ground, Membership

Local 216 finished 2018 with over 10,000 man-hours in growth. In 2019 we have had major growth, up nearly 50,000 man-hours for the first quarter and that's without an outage at ANO. Work looks good this year with summer expansions at Kimberly Clark in Jenks and Republic Paper in Lawton, Oklahoma. We have also gained work with KCI at Anchor Glass in Henryetta, with UPS at Holly Frontier in Tulsa, and upcoming projects at Oneta Energy in Broken Arrow this fall. We also have opportunities with Dresser Rand at Lion Oil Refinery in El Dorado, Arkansas. We have gained full-time maintenance in some pulp and paper facilities with CR Meyer and we are looking at expanding our full-time maintenance crews in other facilities as well.

We've made significant gains in the light conveyor industry this past year with projects at Anchor Glass, the OKC airport, FedEx in OKC and major projects with Amazon both at OKC airport and in Tulsa. All to-

gether, we have worked more than 4,000 man-hours in the light conveyor industry in the first quarter of 2019.

The membership of Local 216 has continued to grow, but it is a difficult task to find the experienced or mechanically inclined applicants we need. We finished 2018 with 431 total members and 249 active journeymen. Thus far in 2019 we have increased our membership over 1.5% and our active journeyman by over 2% which puts our local on track to accomplish the goal of 2% growth annually.

Even with the man-hours for the first quarter being a huge improvement over 2018, we are still not where we want to be. However, the summer and fall hours should improve significantly. We continue to work diligently to gain more man-hours and market shares to improve the health of our local.

*Don Newton / Matt Nowlin  
Business Representatives, Local 216*

## New Training Center In Planning Stages Russellville, Arkansas



The Arkansas / Oklahoma Carpenters Apprenticeship & Training Trust Fund (AOKCAT) has purchased more than four acres in Russellville, Arkansas with the help of a \$300,000 grant from the Southern States Millwrights Regional Council and EST Wayne Jennings. The trust fund is in the planning stages and will build an approximately 30,000 square foot training center for carpenters and millwrights.

With 144 millwright apprentices and total millwright membership currently at 436, the Training Trust has needed to expand for some time. The millwright training center currently being used is 7,500 square feet. With tripling the square feet of the building, our contractors and members alike will be setup for a great future in our trades.

Last year the SSMRC provided a \$200,000 Apprenticeship Training Grant for the purchase of new equipment for millwright training. With the funds we bought a 9.5 ton Shuttlelift carry deck crane, forklift, scissor lift, Trimble 3D Total Station (top left), Miller Dynasty TIG welding machine, Hypertherm Plasma cutter, track torch, lathe with DRO, milling machine and tools to support the equipment.

*Ed Wright  
Arkansas Oklahoma Training Director*

## Texas Transplant Taking the Reins in the Business Office



I was born in Ridgeway, South Carolina, raised in Nashville, Tennessee and currently live in Wylie Texas. I am proud of my strong southern roots and I am honored to represent the SSMRC. Raised by my father, with seven brothers and sisters, I learned early on, the value of a hard day of work. My father a non-union carpentry contractor, fought tirelessly to provide

for his family. As a result, my three brothers and I worked for our father at a very young age, myself since the age of 15. Seeing the many benefits and tremendous value in the union, I left the family business and joined Millwright Local 1554 in 1999 at the age of 24. As a proud member of Local 1554, I worked for Cardinal Contracting, Central Conveyor, Durr and IICC. The most notable memories of my time as a member of Local 1554, were the times I was in the presence of the business representative David Park. I always noticed the attention to each member and the dedication David put forth to take care of his members, and that is forever embedded in my mind. This was the catalyst for my desire to be a business rep. someday and give back. Later in my career, after moving to Texas, I held several leadership roles while running work for a variety of contractors and I used my position to reinvest in the membership and the union. On November 5, 2018, I assumed the responsibilities as the Business Representative of Local 1421.

I have always taken pride in my work ethic. My father always told me, if you accept any responsibility, do your very best and leave nothing on the table. If we at Local 1421, have 335 members on their tools. I look at it and realize that is 335 families. I have the responsibility to keep working and make sure they are represented by a man dedicated not only to them and their success, but to the success of our proud union. As a member of the United Brotherhood of Carpenters, I see a proud union that always gives back to its members. I am deeply indebted to all those who reared me throughout my career, and to the apprenticeship program and the skills I was taught. The on-site supervision on every project and the many members that cultivated my pride of membership. Through different avenues such as the International Training Center classes, the UBC always reinvest in us. I look forward to doing my part to give back.

**Keith Branham**  
*Business Representative, Local 1421*

## News from Local 1421

Since our humble beginning in 1953 when we received our UBC charter, Millwright Local 1421 has been deeply embedded in the growth and expansion of the GM Arlington Assembly Plant. Last year we were able to rise to the challenge and complete two very large projects, the building and installation of the new body shop and the new Paint shop. New contractors are moving to town, setting up shop, and keeping us all working.

We hold this type of partnership with our contractors in the highest regard. It requires an open communication channel with dedication to helping each other find success. Here at 1421 we also realize, that if not for the efforts and membership of the entire SSMRC, these accomplishments would not have been possible. Through all our efforts, the growth in our man-hours was inevitable.

After a record year in 2018 we at 1421 are experiencing another a great year. We have already surpassed the entire man-hours for the year of 2016 in just the first quarter of 2019. This increase is due to new projects in our jurisdiction and a steadfast resolve to search out new opportunities both with new contractors and new facilities.

The Local currently has a two-year project at the new UPS facility in Arlington and over 100 members are working 7-10's. Although light conveyor is not new to us, this is a steppingstone to regaining this market. In addition, we have been working with contractors to go after the food and beverage market. Just recently, Gottstein (International Signatory Contractor) has been bidding three facilities in North Texas. We are also working with contractors to obtain more work at DFW Airport.

We are excited for these opportunities and others such as Black and Decker, Louis Vuitton, Amazon and Terminal F at DFW Airport. All of these are slated for the near future.

Here at 1421 we continue to grow our membership and prepare ourselves for these and other future opportunities. We've started a TIG-welding certification class, and in June we certified six of our members in order to be better prepared for food and beverage facilities.

As we continue to grow and reach out into these new markets, we are thankful for the proud membership of this local, the SSMRC, and the UBC, but most importantly our citizenship in the greatest country on Earth. May we always remember those we have lost, and honor all who have fought on our behalf to have the opportunities we enjoy every day.

# Seabee to Training Coordinator



James T. Lewis Jr. was born in Dallas, Texas in 1978. He received the Bachelor of Engineering degree in Human Recourse Management from the University of Ashford in 2019 while serving 20 years as a Seabee in a United States Naval Construction Battalions.

He joined the United States Navy in 1999 as a weather forecaster (aerographer's mate), and in 2005 became an equipment operator for the Navy Seabees. Since 2005, he has been with the Seabees deploying to the Middle East, constructing bases, airfields, roads and building other facilities, all while protecting each project. From 2009 through 2013 he served as a recruiter for the Navy and became one of Dallas' top recruiters. Then in 2013, he took on instructor duty as an Equipment Operator in Gulfport, Mississippi and shortly became the lead recruiter of the school. After leaving instructor duty, he returned back to Dallas in 2016 as the lead recruiter of an Arlington, Texas recruiting station where he retired. After retirement, he had the opportunity to become the area coordinator for the Arlington training center for the UBC. Since his hire date, he has been challenged in many ways. He has been tasked with familiarizing himself with the UBC educational and training processes, hiring a new office administrator, and managing the Arlington training staff and facility. James is also overseeing major upgrades to the facility such as bringing it into ADA compliance, the construction of a new parking lot, and planning for the upcoming facade and landscaping renovations.

Throughout his time in the military, he mentored more than 400 individuals, impacting their lives in a positive way and is looking to continue the same as the Area Coordinator in Arlington, Texas.



# New Leadership in Local 2232 Business Office

Hello, Brothers and Sisters! My name is Victorino “Victor” Sanchez and as of January 7, 2019, I am Houston Millwright Local 2232’s newest Business Representative. I was born in San Antonio, Texas in 1976 and my family moved to Pasadena, Texas shortly thereafter. My father was a quality control inspector for Baker Hughes before retiring after 31 years; my mother was a stay at home mom. I graduated from South Houston High School in 1994 and I tried my hand at Junior College and then shipped off to serve my time in the United States Army not long after that. I came home from military service in the fall of 1999 and went back to school. After a few years at San Jacinto College, I decided that I would join the workforce in the Freight and Logistics business.

It was in May of 2004 that I made the greatest career move of my professional life. That is when I joined the Millwright Apprenticeship Program in Houston and began my career as a proud UBC Millwright. For the first two years of my apprenticeship, I took advantage of working out of the Hall and worked for every contractor in the Houston area, making contacts and friends pretty much everywhere I went. In 2006, I went to work for Wood Group Field Services as their shop apprentice and they kept me busy for the next seven years. I graduated from the apprenticeship and received my journeyman’s card in the spring of 2008. Around the summer of 2013, I had decided that I would become a true journeyman and wanted to work for every different contractor, not only in the Houston area but in the rest of the



regional council as well. I traveled all over the country with Atlantic Plant Maintenance Specialty Services, Total Industrial Services Specialties, Airco Power Services as well as Downtime Services out of Agua Dulce, Texas.

In the fall of 2018, I was presented with the opportunity of a lifetime when I was asked to interview for the position of Southern States Millwright Regional Council Business Representative, serving the members of Millwright Local 2232. With a little bit of luck and lot of preparation and guidance from my mentors, I was blessed enough to be offered the position of Houston’s newest Business Agent. As your business representative, one of my main objectives is to stress the importance of education and training to our entire membership. Yes, educating and training our apprentices is of the utmost importance but I would like to extend that to our seasoned and tenured journeyman as well. As Union Members, our way of life is constantly under attack and I believe that the better educated and informed our leaders of the Houston Local are, the better

equipped we will be to not only maintain our way of life, but to strengthen it.

The petrochemical industry is leading the way in the Houston and Gulf Coast area and we do have a significant slice of the pie as far as market share, but I believe there is always room for growth and improvement. Working with my colleagues and leaders, I would also like to target the light conveyor industry as well as food and beverage. Going after and getting bigger and better market shares in these industries will translate into more opportunities for our members to work and succeed in our jurisdiction.

Speaking of our members, another one of my main goals is to increase our membership in San Antonio, the Corpus Christi area as well as South Texas and the Rio Grande Valley. Those regions contain countless opportunities for our members to work and succeed in but we have to have boots on the ground first to tackle and gain those markets.

I look forward to meeting and working with all of our leaders at the United Brotherhood of Carpenters and Joiners of America, our leaders and mentors of the Southern States Millwright Regional Council; and last but not least, our members whom I will proudly serve, every hour of every day of my career as Houston’s Business Representative. I truly and sincerely, consider this my dream job of a lifetime and will give it my all for as long as I am allowed to serve all of the members of the greatest Union Brotherhood in the Country!

# Supplying the **Food & Beverage Industry** with Safe and Productive Service

**The Food and Beverage industry**, while ripe with opportunity, also faces challenges from intense competition, thin profit margins, changing consumer preferences, rising costs and new regulations.

Food and beverage manufacturers are turning to advanced technology, automated systems, and cutting edge machinery and equipment to do more with less. Dependence on automated systems and machinery also means that any disruption, equipment failure or unplanned downtime could be disastrous for production.

Southern States Millwrights understand all of this new technology, and we possess the skills, specialized training and hands-on experience to safely, quickly and properly complete the work. We also create a corps of jobsite leaders through communication and

leadership training to keep the workplace productive and working with a teamwork attitude.

We are an asset to contractors serving this industry because we train—specifically—for the unique demands of the food and beverage industry.

Working together with our contractor partners, we...

- get systems up and running quickly
- work according to sanitary guidelines
- ensure new machinery is properly aligned and operating efficiently
- perform routine preventive maintenance to help protect and extend the lifespan of existing equipment
- customize a maintenance program to keep operations running at their most efficient and productive levels

Our 11-state service area allows us to respond quickly to emergencies and

provide experienced craftsmen that our partnering contractors rely on and have come to trust. They in turn improve a facility's overall productivity and serve their customers better and faster.

**We specifically train & excel in high-speed bottling/canning, and wrapping/packaging equipment.**



# News from Local 2232



We would like to welcome our new Business Representative Victor Sanchez. He has shortened the learning curve and is doing an excellent job. He has adapted quickly and is already strengthening our intake process

and working diligently on recruiting new experienced members. Victor has built a great relationship with our contractors and he was outstanding in his duties for Operation Bat Fury in Austin. He always brings smiles and laughter even while working through our more difficult issues.

Local 2232 has had an extremely busy spring even though it started off a bit later in the year than it usually does. Through the first quarter of 2019 we have worked over 400,000 man hours. With our current working membership this averages out to over 1,600 hours per year which is enough for a full pension credit and to maintain health insurance throughout the year.

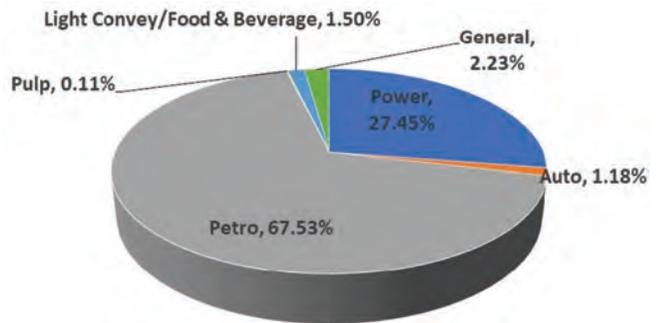
In Local 2232's jurisdiction, our work has slowed down some since the summer began, but nothing has slowed for the staff. We are working hard to continue our journeyman recruitment efforts and successfully meeting (and exceeding) our council goals by working with our partnering contractors. We are also utilizing targeted geo-recruitment, online applications, attending college job fairs, and even reaching out to select former members.

For the fall outage season, we are expecting more opportunities to work. Our contractors are predicting we will have work for over 600 more millwrights than we currently have employed. Upcoming new projects are bringing in

large amounts of work with expansions and new construction at Toyota and LNG Plants in South Texas and expansions at Exxon. Our largest contractor, Universal Plant Services, is continuously gaining work, especially in plant maintenance.

Our recruitment efforts must not slow down right now. We can't stop; we don't want to! With our contractors seeking the skills and professionalism our membership provide, we must continue to recruit the best applicants and continue to train to increase our skill level to meet the industry demands.

## Why We Need to Diversify



We are staying focused on diversifying our portfolio by breaking into new and emerging industries with the assistance of our training department, developing new and improved training that includes conveyor training, stainless welding, and the newly required NCCER certifications. Our training department is constantly adapting to the new requirements the industry demands to help us earn employment opportunities and maintain the work once we've obtained it.

Targeting new and emerging industries will keep us growing and moving in the right direction.

*Dwight Murrah  
Business Representative Local 2232*

# New Certifications Keeping



In the Spring of 2018, the Houston Training Center began to hear rumors about NCCER Rigging being required by some of the plants in the Houston area. According to the rumor, a large End User was looking to streamline their certification process

for rigging by requiring the NCCER rigging certification for all craft. You could say a one stop shop. This rumor had been drifting in and out of conversations for almost a year. Like many rumors, it was difficult to verify. This time the rumor had sources that lent credibility. After much discussion with Vice President Doug Banes, Southern District Vice President Dennis Donahou, EST Wayne Jennings, International Training Center (ITC) Director Bill Erwin and Texas State Director Paul Jones, during a meeting in Houston. Options were discussed that did not include NCCER, but in the end the decision was made to explore options with NCCER leadership to provide our contractors with the certifications needed to maintain work in the affected plants.

A grant was established in the Fall of 2018 by EST Wayne Jennings through the Southern States Millwrights Regional Council. The money helped offset the cost of getting the program off the ground (Instructor Certification, classroom material, books, etc.). Part of the grant money was used to purchase training equipment. In early October, a two day "Overview of the NCCER Advanced Rigger" class was held for journeymen with rigging experience. The purpose of the class was to see if we could reduce the NCCER recommended classroom hours. The thought was, we have already taught rigging using the ITC rigging curriculum, we just needed to add the NCCER components. A lot was learned

from the first class. There was much information to teach and, in the end, we developed a class consisting of four 10-hour days. In December the Houston Training Center provided training for NCCER Basic Rigging. These classes were for journeymen or apprentices that had already completed the ITC's rigging program.

In January, Houston Area Coordinator David Barron and Houston Training Center Lead Instructor Gregory (Scotty) Jackson travelled to Alachua, Florida for five days of NCCER training to receive the information necessary to become an NCCER Testing and Training Center. With successful completion of training in Florida the Houston Training Center now had access to the training curriculum and resource materials. This allowed the development and refinement of training, including Signal Person. By the end of January 2019, the training center was offering a variety of overview and training sessions to support apprentices and journeymen seeking NCCER Rigger and Signal Person certification. A new two-day training course was developed for NCCER Basic Rigger for apprentices and journeymen who did not have rigging experience or training. This course would be integrated into the apprentice curriculum in March. In April the training center introduced standards relating to NCCER Rigger and Signal Person training. These standards addressed the needs of both journeymen and apprentices who sought NCCER regardless of their prior training.

Once again, the rumor mill was working overtime saying that in the Fall of 2019 Millwrights would need to have NCCER Millwright certification. NCCER provides certifications for Millwright and what it calls Millwright Plus. The difference is that Millwright Plus requires a demonstration of skills and Millwright does not. The rumor is that only NCCER Millwright will be required in the fall. The NCCER Millwright curriculum covers five books and is 772 and a half hours in length, very

# Houston Millwrights Employed



similar to our four-year apprentice program that requires 800 hours of classroom and shop training to journey out. A new Millwright Overview class has been developed to meet the need for NCCER Millwright certification. The class is eighty-hours in length and is taught in two, five-day sessions, both classes must be taken back to back. The first set of Millwright Overview classes were taught in June and was offered to apprentices who are in the last year of their apprenticeship. This first class had a 75% passing rate, the minimum passing score was 80 and the lowest score was a seventy. The data

from this first class will be used to modify the class to better prepare our Millwrights and eventually increase this passing rate. To date the Houston Training Center has provided training and testing for over 200 journeymen and apprentices. The certifications they earned have allowed them work opportunities that would have been closed off to them. Looking forward, the Houston Training Center will continue to work at staying ahead of the needs of our members and the industry they serve.

*Paul Jones*  
*Texas Training Director*

# Local 729 sees growth in apprentice program, steward training, man-hours

## Some 2019 Apprentice Graduates



Kirk Bairnsfather



Tyler Davis



Ronnie Miller



Ryan Taylor

We have made great strides in multiple ways here at Local 729 over the last few years. This has been accomplished through hard work among the many groups that make up our organization. By bringing together the training department, contractors, the 729 executive board; and the membership, we have identified the issues most important to our mutual success.

We began by listening. Listening to determine what issues needed to be addressed. Listening to ideas for improvement. Then we began working together to implement solutions and initiatives to accomplish our goals.

By working together as a team, the SSMRC, partnering contractors, and the training department were able to establish an advisory board for the JATC known as an ALMAC (Apprenticeship Labor Management Committee) to oversee discipline and interviewing new applicants to the program. Through the committee we have been able to set a training schedule for apprentices three months in advance. We would like to eventually extend it to a year in advance so our apprentices and contractors know the schedule and can plan for the outage seasons. Another goal of the ALMAC and the Local has been to graduate more apprentices through the program. So far this year we are looking at the possibility of doubling the number of graduates in 2019 from last year and even more in 2020.

A major issue for the last several years has been the Local's arrears numbers and the decline in membership. Between 2010 and 2017, we lost an average of 24 active members per year and had an arrears percentage over 15%. In 2017, the arrears number began to decline. I am proud to report that in 2018 we averaged 6.5% in the arrears and so far in 2019 we have been successful in keeping the arrears below the 4% mark. We are currently up 23 members since 2017 for a 6.4% growth rate. I would like to thank the Local 729 Executive Board for their assistance and hard work to make this happen.

One major item communicated by our members was the need for more stewards on jobsites. The SSMRC has developed a steward training class and we have held four classes in the last eighteen months with 25 members completing the training. We will continue to hold the class periodically and any member wishing to attend should contact the hall at 225-926-5133 to get on the list.

In 2018 we had a total of 559,577 man-hours reported. After removing the hours reciprocated out and considering those hours reciprocated in, we averaged 1,680 hours per working member, more than required for our membership to have health insurance and build a decent pension. In the first half of 2019 man-hours were slightly down compared to 2018, but the outage season had a late start and we should recover in the second half of the year.

Other improvements at the Local include signing Skilled Mechanical Inc., who is working over at Conhagen's shop rebuilding equipment from St. Croix. We have been successful in getting more Local 729 millwrights to work in the pulp and paper industry by partnering with Boldt. UPS has several members working at Sasol on the commissioning work with the possibility of adding more millwrights as the plant gets closer to going online. APM Specialties worked a project inside the Cameron LNG facility in Hackberry, Louisiana, which was the first time we've been inside that facility. We are also working with the Governor's office and the building trades in a joint effort to secure opportunity at the Shell refinery on future expansions.

As new obstacles and challenges occur, the leadership of the Southern States Millwright Regional Council and the Local 729 Executive Board will meet them head on to adapt and overcome for the continued success of the Local and its membership.

*Mike Hines  
Business Representative, Local 729*

# SSMRC Delegates

## Local 216

Richard Halford  
Steven Mitchell  
Aaron Spainhour

## Local 729

Mike Hines  
Calvin Lambert  
James Perniciaro

## Local 1000

Matthew Bartles  
Guy Carter  
Jimmie Jordan  
Clifford Tucker

## Local 1192

Bill Farmer  
Allen Jennings  
Leonard Mcknight  
Joel Scott

## Local 1263

Karl Brooks  
April Crownhart  
Shon Douglas  
Allen Graham  
Timothy Story  
Michael Hamilton

## Local 1421

David Bonds

Richard Thomas  
Danny Turner

## Local 1554

Jesse Beilig  
Chad Snow  
Steven Williams  
Anthony Yost

## Local 2232

Dexter Conner

Tommy Crew  
Gregory Jackson  
L. Mike Lybrand  
Raymond Rice  
James Rowland

## Local 2411

Nicholas Dollison  
Paul French  
Daniel Mullis

## Foreman Training

7/22-7/25/19

Jesse Beilig  
Christopher Pritchett  
Steven Trammell

2/25-2/28/19

Anthony Miller  
Jeremy Rentz  
Bryan Rouse  
Blake Tincer  
Jeremy White

## Collaborative Leadership

1/28-1/30/19

### Members

Lloyd Aaron  
William Adams  
Bradford Bailiff  
Jesse Beilig  
Byron Dooley  
Steve Dubois  
Stephen Frappier  
Carlos Garcia  
Kenneth Gilbert Jr.  
Gregory Kozak  
Rolando Loynaz  
Eric Mannel  
Justin Manning  
Nakia Martin

Ramiro Martinez Jr.

Juston Mitchell  
Terry Mitchell  
Blane Rosson  
Scott Webb

Michael Williams  
Adam Zeka

### Non Members

Casey Allen  
Debra Cagle  
David Langley  
Keifer Lenamond  
Stefani Lockman  
Mario Mendez  
Joel Watson

## 212 | 7/11-7/14/19

Miguel Amador  
John Aronica  
Chet Baron  
Shawn Bartlett  
Jack Bartley  
Jesse Beilig

Joshua Collins  
Michael Collins  
April Crownhart-Swan  
Kevin Gray  
Charity Hein  
Bruce Henson  
Andrea Jones

Jeremy Lewis  
Steven Llanos  
Ortiz Llanos  
Robert Lopez  
Brandon Mitchell  
Steve Mitchell  
David Parks

Frank Perry  
Douglas Podany  
Thomas Runkle  
Jose Vela  
Mario Vela

# 50 years of Service

Donald R. Shaffett L. 729 Ernest E. Dollins L. 1263  
Normand P. Lemelin L. 1000 Kenneth David Martin L. 1263  
Olen Earl Adams L. 1192 Herbert W. Kratz L. 1421  
Albert Henry Lough L. 1554

## Deceased members

### Local 216

Kerry Dean Hayes

### Local 729

Aaron L. Arthur  
Robert W. Baggett, Sr.  
Huey N. Dubois

### Local 1000

Marty E. Bearry  
Otis Gamble, Jr.  
John L. Greco  
Brian L. Morris  
Calvin C. Peterson  
Jerry Dwight Sasser  
Arthur H. Simmons  
David W. Stickney  
Michael Whitson

### Local 1192

Gregory Lee Bellew  
Hollis H. Crowden  
Joel Lee Elam

### Local 1263

John N. Burrows  
Gary Michael Filla  
Jason J. Jenkins  
Jerry W. Johnson  
Michael L. Organ

### Local 1421

William C. Almony  
B. Clyde Ashley  
Craig Alan Calvert  
Rusty W. Egan  
Jason W League  
Jimmy Rex Lewis Sr.  
Allen C. McLain

### Local 1554

Iain J. Baigrie  
Jimmy N. Cheek  
Robert Wayne Dillard  
Claude Garland  
Bruce Wayne Hatmaker  
Donald L. Johnson  
David M. Meketi  
Joseph Dean Thomas  
Billy W. Walk, Sr.  
David Wayne Walker  
John Doyle Webb

### Local 2232

Theodore C. Betts  
Michael John Davis  
John Earl Dehmer  
Stewart P. Edwards  
Jon S. Harrison  
Ryan C. Hyatt  
Dale Bryan Marsh  
Freddie Moore  
Kenneth Neal Polk  
Patrick W. Preston Sr.  
Pablo Ramirez Jr.  
Coby L. Rigsby  
Dewey K. Sims  
Barney L. Smith  
Thomas Chris Smith Jr.  
Dirik Snead  
George Wesley Wall  
George B. Wells  
Charles R. Wright

### Local 2411

Eldon George Dolloff  
Frank Barnes  
Keith Lee McNulty  
Barry Glenn Moore  
A H Strickland



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Executive Officers  
**Executive Secretary-Treasurer**  
**Wayne Jennings**  
Local 1192, Alabama / Mississippi

### President

**David Bonds**  
Local 1421, Texas

### Vice President

**Cliff Tucker**  
Local 1000, Florida

### Conductor

**Michael Hines**  
Local 729, Louisiana

### Warden

**Daniel Mullis**  
Local 2411, Florida

### Trustee

**James Perniciaro**  
Local 729, Louisiana

### Joel Scott

Local 1192, Alabama / Mississippi  
**Jammie Jordan, Jr.**  
Local 1000, Florida

### Executive Committee at Large

**James Rowland**  
Local 2232, Texas  
**Joel Scott**  
Local 1192, Alabama / Mississippi  
**Rick Halford**  
Local 216, Arkansas

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