



THE MILLWRIGHT

SERVING ALABAMA, ARKANSAS, FLORIDA, GEORGIA, LOUISIANA, MISSISSIPPI, NORTH CAROLINA, OKLAHOMA, SOUTH CAROLINA, TENNESSEE, & TEXAS | SUMMER 2016

Going After the Work

SSMRC millwrights have the skills, productivity, and attitude to tackle more market share across the Southern USA

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Wayne Jennings

Fellow members,

For the last few months, I've had the privilege of leading the Southern States Millwright Regional Council as Executive Secretary-Treasurer, and it is an honor to serve in this capacity. During this time, I traveled across our 11 states and learned a lot about the locals and individuals that make up our great Council.

With original SSMRC Executive Secretary-Treasurer **Dennis Donahou** assuming the role of UBC Southern District Vice-President and with me being elected the new Executive Secretary-Treasurer, there have been some big changes in Council leadership. Thanks to the hard work of the members, the great staff I have behind me, the business posture, and the resources that Mr. Donahou left this Council holding, we are poised for changes that will help us capitalize on future endeavors.

Change is inevitable and isn't always bad. Change presents opportunity and we live for opportunity.

The hard work of the members I just spoke of is very much evident when you analyze the Council's growth, which is seen from east to west. We assess our Council's growth and health in three ways: We look at man-hours, membership numbers, and arrears.

Compared to 2014, our man-hour gain is 7.7%, or over 466,000 hours: Evidence of the hard working member! In fact, our Council only saw one month last year that experienced a decline in man hours from the year before. That is unprecedented. Much of this can be attributed to the steady work we continue to capitalize on during outage season, which has continually gotten better and stronger.

We had an increase in membership of 7%, or 363 members, over 2014. This reflects our ability to recruit and grow to meet the industry's needs. Outstanding!

The arrears numbers were maintained well below our Council goal and that, too, is an indicator of a healthy Council.

With members working and recruitment in full swing it easier for our members to support their locals, resulting in a healthy organization operating efficiently with resources available.

I would like to acknowledge the work our Business Representatives do to ensure that members also have work during the slow periods. Historically, during the summer, millwright work drops off. Your Business Representatives work hard to help mitigate this and their efforts are paying off. Comparatively, this is the best summer in Council history.

With that in mind, what is this Council doing to help the Business Representatives? Since the change in leadership, the council has rolled out many changes in the day-to-day operational effectiveness of the Representatives. Regarding time management tools, we moved to the Mix 20/20 out-of-work list and referral system. This allows the Business Representatives to manage their time more effectively. Yes, they still talk with the members that are dispatched but they save a tremendous amount of time by not speaking with the 60 guys that turn the employment opportunity down. Imagine 50 15-minute conversations that are fruitless. That's a 12.5-hour day gone.

Representatives also now use an electronic expense report. This allows them to quickly post expenses and develop reports at the touch of a few keys. This also



allows the Council to record and process these expenses while having a third-party monitor and report any suspicious activity. Organizational effectiveness at its finest.

Both of these tools are extremely efficient and effective, giving your Representative time to tackle the ever-important task of locating and capitalizing on future employment opportunity for you the member.

Local Goals

We have also established local goals. Although we strive for growth throughout the Council, opportunities vary throughout our vast geographical jurisdiction. For this reason, I asked each local area to identify individual goals, and they have been identified and established. Local goals range from Petro Chemical, Automotive, and the Pulp and Paper Industries to the ever-present Distribution Centers scattered across our great Council.

The market that has the best opportunity for our members to increase opportunity has been identified within each local. A plan has been devised for each local to be poised to capitalize on these markets when the opportunity presents itself. In some areas, we are leading the charge in efforts to fabricate these opportunities. As these are developed and your Representatives

bring them to me, I, along with the council Executive Board, study these goals and assist each agent with the resources needed to ensure that we capitalize on these opportunities at the right moment. The Executive Board and I look at real business opportunities and manage the Council's resources accordingly.

We use our resources as wisely as we can by paying special attention to detail, developing a true business plan and not just throwing money at an idea that has not been thought through or planned.

Council finances are in a very stable condition. Our investments are doing well, and because of the gain in man-hours, membership, and the low arrear percentage, our Council income is good. This leads a lot of us to think about how to spend the money. Besides just saving to make numbers look

good, why don't we use that money? It is hard for us not to try to think in this direction, but I have set a goal of reaching a five-year operating reserve.

As we strive to reach this goal we will continue to support the goals of each local. We will continue to address additional staffing needs, and we will continue to devise new and cutting edge programs that will assist our Council with securing opportunities to capture market share. These actions have to be millwright actions that are planned and precise. We are doing a few of these things now, but we must remember that the construction industry can be very volatile and just a few years ago we experienced some pretty tough times.

My goal of having a five-year reserve may be a bit conservative, but if we again fall upon hard times, we will have enough money held in reserve to see us through a very long stretch of economic decline.

Staffing

There are some changes to the staff roster in the works. Local 729 Business Representative Kevin Curley has retired after 35 years of service. His leadership, experience, and guidance will be sorely missed. However, we do not intend on letting him slip off into retirement so easily. We have him on speed dial just in case we need to draw from his wealth of knowledge and years of experience. Besides that tiny condition of retirement, please join me in wishing Kevin a relaxing and well-deserved retirement.

I asked Local 2232 Business Representative Mike Hines if he would help out by accepting a six-month reassignment as the interim 729 Business Representative, in an effort to continue business at Local 729 somewhat seamlessly. Mike accepted the task and has since agreed to stay at 729 as the current Business Representative. I would like to convey my appreciation to Mike Hines for accepting the position. I am sure with his knowledge of the industry and the contractors he brings with him from Local 2232, that Mike is the best option to supply Local 729 with an experienced Representative that is ready for immediate service. For that reason, the SSMRC is looking to hire someone to fill the vacant role at Local 2232.

The SSMRC has also created a position that will be filled by Local 1421 Representative David Bonds. David Bonds is taking on the new position of a Business Representative dedicated solely to working within the nuclear industry. I wish to congratulate David on his new position. I know he will help develop this position to its fullest extent. Local 1421 will now be looking for someone to fill the void Mr. Bonds has left.

With these developments you should be seeing two additional staff members in the near future. Please help these guys out and remember that no one, and I mean no one, is an instant Business Representative the day they are hired. There is a huge learning curve and I assure you we will equip all our Representatives with the tools and knowledge to succeed.

In closing, I want everyone to remember that the most important part of the SSMRC is each and every member. It is up to each one of us as an individual and as a collective body to uphold the reputation we have and help the SSMRC continue to grow. I very much appreciate the dedication that is shown by our members. The SSMRC has members who are as dedicated as any other Council in the UBC. We are proud of who we are and we are proud of the work that we do.

I do consider it a great privilege to lead such a group.

Let's continue to show that dedication to not only each other and the Council, but also to the contractors who hire us. We need them as much as they need us. This means we have to go to work being a safe, professional, productive millwright who showcases our abilities every day. We must stay trained to the fullest extent, have an attitude that can be found with no one else, and practice safety at all times so that we all return home to our families in the healthy condition we left them. These are the things the SSMRC was built on, these are the things that we still stand behind, and these are the things that will take us forward as we grow and prosper.

Fraternally,



Allen Wayne Jennings

We assess our Council's growth and health in three ways: We look at man-hours, membership numbers, and arrears.



CHIEF OF STAFF REPORT



If you are that person of ethical character, the benefits will go further in life than the job site; it will be instilled in your children, grandchildren and your great grandchildren.

Rick Halford

Some people say ethics and morals are one and the same, and I agreed, until I started educating myself. I now see where the experts break it apart, and I want to share with you what I found:

“The difference between ethics and morals can seem somewhat arbitrary to many, but there is a basic, albeit subtle, difference. Morals define personal character, while ethics stress a social system in which those morals are applied. In other words, ethics point to standards or codes of behavior expected by the group to which the individual belongs. This could be national ethics, social ethics, company ethics, professional ethics, or even family ethics. So while a person’s moral code is usually unchanging, the ethics he or she practices can be other-dependent.”

So, are ethics taught or learned? By and large, most of our ethical beliefs are learned from both parents and society in itself, and this is my belief. Some people believe different, that you are born with a conscience and know the different between right and wrong.

When you get ready for work each morning and look in the mirror, ask yourself these questions:

- Are you going to be there on time, ready to go to work at the start of shift, or are you the one who comes in 5 minutes later, just because 5 minutes does not make a difference to you?
- Are you a positive or negative person?
- Do you give your employer 8-hours’ work for 8-hours’ pay?
- Do you maintain your personal integrity, professional conduct and appearance?
- Do you strive to be productive, efficient and provide craftsmanship at the highest quality?
- Do you respect the equipment, property and abide by all rules of the customer/owner while on the jobsite?

- Do you treat people as you would want to be treated: With respect!

This demonstration of fine ethical character will catch on to others. People notice your actions. People follow someone with ethical character, which in turn makes you a leader.

Ask yourself (and be honest), would you follow an ethical person or the one who just gets by?

If you are that person of ethical character, the benefits will go further in life than the job site; it will be instilled in your children, grandchildren and your great grandchildren.

I ask each and every one of you to really look at your actions on the job site. Then, see who doesn’t reflect great ethical behavior, because that person may make this the last time you, your brothers or sisters, your local, and the Union as a whole are on that site.

Until next time, everyone be safe, be productive, and produce quality work. It’s the ethical thing to do.



PULP & PAPER REPORT

By **Logan Brown**, Local 1263



Brothers and Sisters,

I am Logan Brown, a newly hired Business Representative for Millwright Local 1263, working with Mike Hamilton. At the time of writing this article I have been on staff for about a year. I would like to offer a

condensed background biography for those I have not yet met with, and to inform you of our local's goals for the next two years.

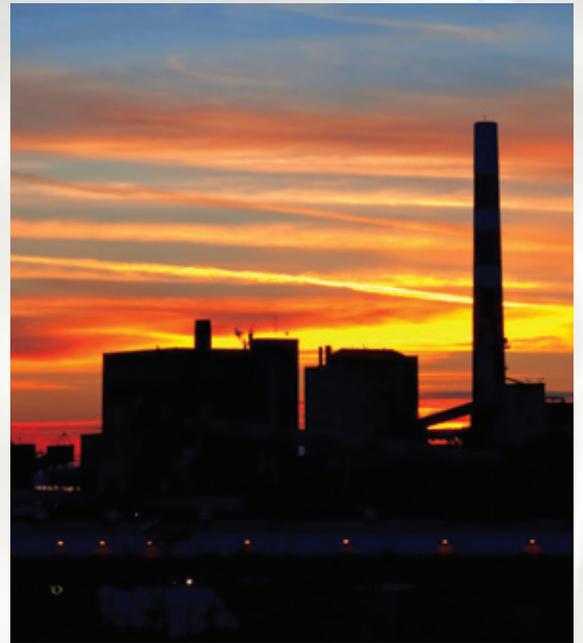
I grew up in Edgefield, South Carolina and joined the Army a year after graduating from high school. I served for eight years active duty and three years with the National Guard with tours to South America, Germany, Iraq and Afghanistan. After receiving my Honorable discharge, I began as a millwright helper in construction, where I started to learn the trade in a non-union capacity. I joined the Millwright and Carpenters Local 283 four years later. Currently I have been with the Union for about nine years. I have worked up to Foreman, General Foreman and Superintendent before being selected

as the Representative for Local 1263, which covers Georgia, North Carolina, and South Carolina. I was able to use the G.I. Bill to go to college and attain a Bachelor's of Science degree in Business Management. I was fortunate

to have worked at a variety of places and industries including Savannah River Site.

Local 1263 is in the heart of the Pulp and Paper industry. There are currently 157 different mills in Georgia and the Carolinas that need quality millwrights to install, upgrade, and maintain equipment. Currently our contractors service 24 or 6.5% of these mills in some sort of capacity. Our goal is to increase that to 9% by the end of 2017. What an opportunity for growth!

Our pulp and paper contractors have expressed a desire to go after more of this work. We have all the pieces in place for our man-hours and contractor successes in this industry to explode. The only limit for this growth is the lack of the experienced paper mill mechanics stepping up to fill the leadership roles. Some of our contractors are turning down work because they do not have the Foremen and Superintendents to support it. This is another great opportunity for our members to move up in their careers.



Writing paper demand has decreased with the digital age. However, shipping carton quality paper has increased more so. What that means is a lot of upgrades and re-tooling such as the current job in Riegelwood, NC and the upcoming one in Arkansas. Another example is the addition of two machine lines and multiple converting lines in Anderson, SC or the brand new plant in Barnwell, SC. The work is there for our contractors to get. In the last five years, Local 1263 witnessed our top 10 contractors shift to the pulp and paper industry. Now we need to do our part.

Our customers are fed up with our non-union competitors who do jobs incorrectly, most of the time with high safety incidents. It has been difficult to get our foot in the door. However, once the customers see the quality and timeliness of our work they are repeat customers.

Training is such an important part of our contractors' success and repeat business for these sites. They get repeat customers by having the job done right the first time with no safety incidents. We need to take advantage of the excellent training our centers provide to show up for work with the WRIGHT attitude. Classes such as optical and laser alignment, rigging, paper machine, mechanical transmission, welding, forklift and aerial lift should be taken to excel in the paper mills. The work is there, the contractors are there, we just need the members there every day who are trained and fit for duty.

Our customers are fed up with our non-union competitors who do jobs incorrectly, most of the time with high safety incidents.

DISTRIBUTION CENTER REPORT

By **Cliff Tucker**, Local 1000



Fellow brothers and sisters, There are a lot of good things happening within our Council right now and a lot of growth has been happening. Man-hours are up, membership is up, and we are continuing to increase market share in all directions. As we reflect on a good past, we also look toward a prosperous future. I would like to talk about some of the things that we as a Council are looking toward.

One of the things that is on the forefront of my mind and something that I am trying to get us more involved in are the distribution centers that cover our council. There are many distribution centers across the 11 states of the SSMRC, with FedEx, UPS, and Amazon being the biggest three. With more people than ever before relying on their goods being delivered to them, there has never been a better time to pursue this industry.

UPS has at least one distribution center in each of our 11 states. Amazon currently has centers in Florida, Georgia, Tennessee, North Carolina, South Carolina, and Texas. FedEx has a center in Georgia and another four in Texas. There are miles of conveyors and automated equipment within these facilities that require someone to install and maintain that equipment in order to keep these facilities operational. This leaves us with many opportunities. We not only have opportunities when installing this equipment, but also in the maintenance this requires.

To take advantage of these opportunities, we need to partner with our contractors to assess their individual needs and to ensure our training centers have and deliver the courses that keep SSMRC millwrights the most employable millwright in the work force. This means

being the safest, most well trained, and most driven millwrights our contractors have to choose from.

This is an opportunity for a large increase in man-hours across our council. As we all know, all we need is just one opportunity in one facility to prove that we are the best choice, but it is up to us to make sure we keep that opportunity once we get that shot. We must be safe, professional, productive millwrights that are well trained and have great attitudes. Nothing compares to the training that is being taught at a Union millwright training center.

You can go on our website, www.southernstates-millwrights.org or call a local training center to see what classes that are coming up and how to register for them. Conveyors and monorails; print reading/basic layout; and machinery installation are just a few of the classes offered by our training centers that make us the best choice for contractors across our 11 states.

Aside from getting work in distribution centers, Local 1000 is pushing hard right now to get a better market share of the food and beverage industry. We have

a good start, but there is much headway to be made in this market. I have been meeting with contractors personally and have attended marketing meetings with them to see what best works for us both. When we are able to be proactive and get the contractors' attention early before construction and maintenance ever begins, we are in a much better position to get more market share. Being able to sit in on meetings with them while they discuss their marketing plans affords us more of an opportunity to see what our contractors are looking for and allows us to better prepare ourselves to be the most employable millwrights in the South.

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AUTO INDUSTRY REPORT

By **David Park**, Local 1554



With a near 200,000 man-hours, or 30% growth in total man-hours over 2014, we can safely say that the health of Local 1554 is good. Aside from

man-hours, we also gained 19 members. Although we can't always have record-breaking numbers, we should never stop looking for opportunities for growth. With the automotive industry steadily increasing in the United States, Local 1554 and the Southern States Millwright Regional Council have that opportunity for growth and we are ensuring our members have the necessary training to take advantage of growth within the automotive industry.

In Tennessee alone, the automotive industry had \$5.9 billion in export sales and provided 114,000 jobs in 2015. The automotive industry is Tennessee's number one export with GM, Nissan, and Volkswagen being the three largest auto assembly plants in the state. Of the 95 counties in Tennessee, 80 of them have a supporting business in the automotive industry. There are over 900 automotive component suppliers located within the jurisdiction of Millwright Local 1554. Other manufacturers across the Southern States Millwrights area include GM in Texas, BMW in South Carolina, Kia in Georgia, Nissan and Toyota in Mississippi, and Mercedes, Hyundai, and Honda in Alabama. All of the plants have a tremendous amount of suppliers as well.

This year, Executive Secretary-Treasurer Wayne Jennings is having each representative establish more specific goals and ideas on how we, as representatives, can increase market share within our home Locals. Once our goals were established, EST Jennings and the E-Board of the SSMRC met and reviewed these goals. Our leaders pay specific attention to detail, ensuring that each local has the resources needed to accomplish its goals. With the resources available the responsibility then falls back on us, the representatives, and you, the member.



Along with the normal duties of distributing IIR/PEC reports (these reports are often the first notification our contractors receive identifying upcoming work opportunities) to various automotive contractors, which helps our contractors chase down opportunities and often is the first step for them to gain access to bid future work, we are constantly looking for ways to increase millwright man hours

The automotive industry is Tennessee's number one export with GM, Nissan, and Volkswagen being the three largest auto assembly plants in the state.

and gain market share. We are constantly looking for opportunities, but we also need the members' help, by learning and demonstrating the skills that show

we are the safest, most professional, and have the highest productivity rating of any workforce available for those opportunities.

One of the biggest reasons SSMRC millwrights continue to gain market share in an ever-changing world is our ability to evolve with it. Some of the work that we once did in the automotive plants is now obsolete. Many of the machines that we serviced no longer exist. Even though the need for the work we once did is declining, we are making sure the demand for SSMRC millwrights is not.

In 2013, UBC International Representative Pete Reuter developed the UBC Mechatronic Program. With the installation of robots at the International Training Center, we ensure that our members stay up-to-date on the skills required to maintain market share in the automotive industry. The first group that received training started the program at the GM plant in Spring Hill, TN. Even though the program was in its infant stages, everything went very well. Since that time, the UBC Mechatronic program has expanded and numerous contractors, companies and millwrights have participated in the program.

Mechatronic trained millwrights have produced many man-hours throughout the region. Although this program has not even come close to its fullest potential, the UBC has managed to negotiate a specific contract for these mechatronic technicians. I encourage each member to talk to their Business Representative about this program. The UBC Mechatronic Program is something that we all need in our toolbox. To make the most of the opportunities we have been given, we have to grow and flourish in an industry that is ever changing. If we are able to train and be prepared for these changes, the automotive industry will always be an industry that requires SSMRC millwrights.

PETRO-CHEMICAL INDUSTRY REPORT

By **Mike Hines**, Local 729



From Brownsville, Texas to Mobile, Alabama, the Petro-Chem industry is booming along the United States Gulf Coast like we have not seen since the 1970s. We have all

heard about the billions of dollars about to be spent on these projects. Some of these jobs are starting to come out of the ground now, including Dow Chemical in Freeport TX; Exxon in Baytown, TX; Chevron “Cedar Bayou” in Baytown, TX; and Sasol in Lake Charles, LA. The SSMRC has partnered with our signatory contractors to position us to have our members working in these plants for years to come on new construction and maintenance projects alike.

In the last year, there has been much progress made along the Texas Gulf Coast by the SSMRC to build membership and capture more market share of the fast growing Petro-Chemical industry. With my move to Local 729 in an effort to help out in the Louisiana Gulf area and with Business Representative James Rowland in place to maintain what we have gained in Local 2232, great things are going to be accomplished in the Gulf Coast area. The steady growth of the SSMRC has allowed the Council to focus on specific areas and the results are being noticed throughout the South.

The SSMRC is committed to moving eastward from Texas to Louisiana to capture

more of this market. By utilizing marketing and recruitment techniques that worked in Texas and concentrating our efforts on individual targets, we will gain opportunity.

By partnering with our contractors, by offering more journeymen upgrade classes or even developing new curriculum to meet the needs of our contractors and you the member performing on every job every day, we will capitalize on these opportunities.

With that said, remember this: Our members have to do their part take the classes, and perform safe, professional, and productive work. When a contractor can show an end-user a working training program for both journeymen and apprentices, and then the millwrights deliver, it helps sell their product—our labor.

To become more employable in the Petro-Chemical industry, you need these things in your toolbox:

- TWIC card
- DISA program
- Current rigging card
- Current basic plus card
- Yearly upgrade training
- Positive attitude

We are concentrating on growing market share in the Petro-Chemical industry in

Louisiana by partnering with contractors like Universal Plant Services, Ethos, Total Industrial Specialties Services and others. Ensuring their success ensures our success.

We have established good relationships with our contractors in the past and I hope to continue those relationships all along the Gulf Coast. In order to do this though, we must have all the training we can possibly get, making sure we have all the credentials we need, and bringing to work every day a positive

attitude and a willingness to work hard until the job is finished.

The Petro-Chem industry is booming, but to make sure the SSMRC gets its share, we must all work hard and remember that each of us is the face of the SSMRC and our reputation is what will keep us employed for years to come.

I want to thank each member for the hard work they do to advance our Council and help it grow. You continue to work to elevate our reputation and our ability to successfully man every job. Our training programs are being well-utilized and because of this we are the most in-demand millwrights the industry has to offer.



FLORIDA TRAINING REPORT

By **Frank Gray**, Director



The Florida Millwrights Training Program strives to continually improve and grow our training courses through innovative ideas along with the latest technologies and practices. We do this to meet the needs of an ever-changing industry and to best serve those who rely on well-trained millwrights every day.

We are developing our courses based on the needs of those who use our services, so that we can offer a better-trained millwright – one that our customers and end users can't find anywhere else.

And while we develop courses around specific needs of the industry, and we also design courses specifically for ourselves. Each of us as members relies on each other every day.

The SSMRC devotes a large amount of resources and time into training not only a millwright who can out-perform the competition, but who also can be relied on to be a safe millwright. Safety is our number one goal at the SSMRC, to make sure each one of us who are able to, leaves the jobsite healthy. Classes such as OSHA 10, OSHA 30, Fall Protection, CPR/AED, and others are all offered on a regular basis and taught by some of the best instructors in the field.

While the Florida Millwright Training program is working hard to develop these courses, the United Brotherhood of Carpenters is working just as hard with programs offered at the International Training Center (ITC) in Las Vegas, NV. The UBC realizes that even though we can design the best courses in the industry, they will not be effective if we have no one qualified to teach them. The ITC is offering Train-the-Trainer courses that focus on the instructor and not just the material. These courses are designed to teach our instructors and give them tools and knowledge that they can apply to their own classrooms. The partnership between

the SSMRC and the UBC is one of the main reasons we are leading the way and gathering more market share than ever before.

A Lasting Legacy

One of our goals this year is improving our welding and machinery shop. There is a huge need for welders and we want to make sure we have the manpower to meet this demand. This goal also provides us with the opportunity to implement a concept referred to as "Legacy Projects" into our Millwright Training Programs.

Every craftsman involved in the construction industry knows the pride we feel when we drive by a site with our family and friends and tell them we played a role in the construction and/or maintenance of a particular complex. This feeling of ownership along with the duty to pass along our skills and knowledge to our apprentices is referred to as our "legacy".

With this in mind, we created our "Legacy Program" and it has given our apprentices the opportunity to build various project props, valve racks, material storage carts and an overhead crane as part of their apprenticeship training classes, and then incorporating their actual name into these permanent fixtures so future generations of millwrights can recognize the heritage of our craft and those who helped shape it.

We have a goal of adding at least one Legacy Project for every group of apprentices during their apprenticeship. This will provide our members, both future and past, with a sense of ownership and pride in our training centers and ensure our graduating apprentices become even better journeymen and leaders on the job.

The SSMRC takes great pride in its members and what they accomplish. Pride in one's own work and the things that they help build is what drives us from generation to generation. The Florida Training Program wants to continue that pride and continue making union membership a thing to be proud of.

The SSMRC devotes a large amount of resources and time into training not only a millwright who can out-perform the competition, but who also can be relied on to be a safe millwright.



ARKANSAS/OKLAHOMA TRAINING REPORT

By **Ed Wright**, Director



Let's begin with a quote from former EST and current Southern District Vice President, Arkansas' own Dennis Donahou: "Training is the hallmark of an SSMRC millwright."

Through training, we open doors for our contractors by supplying them the best millwrights in the country. Through attitude and the desire for excellence, we keep that door open."

Safety is—and has always been—the cornerstone of the Arkansas/Oklahoma Apprenticeship Program. One of the first classes anyone receives is the Millwright 16 class. This is actually OSHA 10 and six additional hours of safety training that is specific to the millwright trade.

Our apprentice program is designed to deliver 200 hours of apprentice training a year throughout a 4-year program. Apprentices can expect to receive training ranging from basic mathematics all the way through millwright math, a course that includes trigonometry. Apprentices rapidly increase their skills from taking basic measurements with a tape measurer to learning how to use precision measuring instruments. Check out the current training schedule posted on the SSMRC website at www.southernstatesmillwrights.org.

There are four things we as an SSMRC millwright must always ask ourselves:

- Am I a safe millwright?
- Am I a professional millwright?
- Am I a productive millwright?
- Do I have the right attitude?

Whether you are or you're not, check out the journeymen upgrade classes that the AR/OK Training Department has to offer. Remember, the industries where millwrights work is constantly changing. Technology is always changing and we must maintain pace with the industry. It is likely that a good many of our older members were trained in aspects of the industry that no longer exist. I would imagine some of you in this category also have neglected keeping pace. Whether you are new to the trade, or are a very seasoned millwright, the AR/OK Training Department has a class for you and we would like to invite you to drop by.

The AR/OK Training Department is proud of its dedicated professional instructors, who are committed to delivering the best training in the industry. I would like to recognize instructor Steve Carr and two part-time instructors—Steven Mitchell and Aaron Hall—whom Steve is currently training in all of the classes we offer. Both of these individuals



Steven Mitchell



Aaron Hall

are millwright apprenticeship graduates. These part-time instructors have been needed and hired to provide some relief for Mr. Carr to allow him to take the training that is being offered by the UBC's International Training Center in an effort to insure all instructors are equipped educators. He is

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UBC Southern District VP, **Dennis Donahou**

doing what it takes to make sure he is equipped to deliver the safest, most professional and most productive training the industry has to offer. The AR/OK Training Department is pleased to have these men on board and look forward to a long relationship. Aaron and Steven will continue to advance their instructor skills by attending Train-the-Trainer classes at the UBC's International Training Center in an effort to become the best trainers possible with the skills to prepare our millwrights for excellence in the field through being safe, professional, productive, millwrights with great attitudes.

The standard the SSMRC Millwright brings to the industry is second to none. I invite you to check out our training schedule online at www.southernstatesmillwrights.org and if you cannot find what you need there, please call a local training center and we will do everything in our power to get you the training you need.

I will close with saying that there are five other training funds within the SSMRC, all with the same professional, dedicated commitment that is shown here in Arkansas and Oklahoma. If you happen to be a traveling millwright, don't hesitate to call upon those training departments if you are on the road and find yourself in need of any training.



Local 216's Matthew Nowlin Has Eyes on Protecting Workers as an Oklahoma State Rep

Members of the UBC are stepping up and taking charge when it comes to politics and legislative action. Southern States Millwright Regional Council member Matthew Nowlin is running for the 5th District seat of the Oklahoma House of Representatives, which covers Delaware and Mayes counties. The seat is currently held by Representative Doug Cox who is not running for re-election.

Matthew is hoping to restore many of the values the members of the SSMRC share and bring to the table a mindset that is labor positive and family positive.

Matthew, 33, was raised in Grove, OK and graduated from Grove High School in 2001. He attended Northeast Oklahoma A&M and is currently enrolled at Oklahoma State University studying Business

Administration. He joined Millwright Local 216 in 2010 and has served as trustee for four years and is a current delegate to the Council. Before that he worked at Pig Trail Harley Davidson. Like many other members, Matthew realized that the being a Union millwright offered him things such as job security and benefits that he couldn't get anywhere else.

"I enjoy the challenge of being a millwright. It is a unique trade," Matthew said.

Not only has the Union offered him and his family benefits and a good income, Matthew says that the training he received in the UBC has given him the confidence to run for office. Frustration with the current situation has driven his desire to join the legislature and push his ideals and family standards to the forefront of the legislative attention.

"Republicans have taken control of the state, and they aren't concerned with the important issues," he said.

"People no longer have any say in what goes on in their government. The people who are currently in office are not listening to their constituents. Something has to change!"

There has been an attack on the teachers' Union, and Matthew says he stands behind theirs and other Union bodies' right to collective bargaining.

"Education is the cornerstone of our society. The continued attacks on our teachers and the under-valuing of their efforts and contributions disgusts me," Matthew adds. "The median wage in Oklahoma has decreased by \$4,000 since Right-to-Work was established in Oklahoma. There needs to be someone who stands up for labor and the families that rely on it," he said, adding that his focus is on returning manufacturing jobs to Oklahoma.

Matthew has been working hard and is running a very grass roots campaign. He had this to say to the SSMRC: "I would like to thank the SSMRC Executive Board, the Delegates and all the members for the generous donation to my campaign. This donation will allow me to take the next step toward winning. I plan to use the money for signage throughout the district. With the support from my SSMRC brothers and sisters I am confident we will be strong in this election. We must win this fight for the people and for labor."

There has been an attack on the teachers' Union, and Matthew says he stands behind theirs and other Union bodies' right to collective bargaining.



Kevin Curley Retires: Leaves Legacy of Excellence in Member Services and Union Advocacy

Kevin Curley, Business Representative of Local 729, has called it quits after 35 years of dedication to the Southern States Millwright Regional Council and the United Brotherhood of Carpenters. Mr. Curley initiated in 1981 and rose through the ranks to become Business Representative of Local 729, Executive Secretary-Treasurer, and is a founding delegate of the SSMRC.

Mr. Curley's leadership over the course of his career has helped shape the face of Union millwrights in the South and has been an integral part in creating a reputation that

Mr. Curley's leadership over the course of his career has helped shape the face of Union millwrights in the South and has been an integral part in creating a reputation that we can take pride in.



we can take pride in. EST Wayne Jennings spoke openly about Kevin saying, "As I see such a seasoned agent reach retirement, I wish him the very best, but I regret the loss of his knowledge, only wishing I would have had more time to draw from his experiences. I truly believe Kevin has given his all to this organization and he will truly be missed. Kevin, thank you for your service."

Since joining the UBC, Mr. Curley has seen many things in our Union come and go. Here are his thoughts:

Training has improved greatly since 1981 by being more thorough, more frequent, and more available to the members. The relationships with our contractors and end users have grown much stronger and have expanded tremendously over what it once was. In 35 years, our Union has improved in many ways and the greatest achievement is the philosophy that General President Doug McCarron put into motion with the restructuring of the UBC and turning the Regional Councils into full-service Councils and the investments we have made in ourselves.



Under the leadership of General President McCarron, the UBC underwent a major overhaul that resulted in such things such as the International Training Center in Las Vegas, NV and the rebuilding of the General Offices in Washington, D.C. Our training center in Las Vegas is like nothing any other trade Union has to offer. The push for offering members the best training available and making sure the UBC is the best trained workforce is what sets us apart from the rest of the construction industry. The investment Mr. McCarron was willing to make in rebuilding the General Offices turned an older building that was expensive to maintain into a state of the art office building that actually turned a profit each year is another example of how our Union is pushing forward and paving the way for a better future.

I am proud to have been a member of the UBC while such changes and advancements were made. I think these are the best changes the UBC has made during my career and it set the future up for success.

If you were to ask any given member why they joined, you would get pretty much the same answer. Each person may word it differently, but the reasons members give are things such as good pay, benefits, and job security. Mr. Curley joined because the



UBC “afforded him opportunities that he could not have had anywhere else.”

What does change, and the thing that no member has in common, is what they are most proud of. Each member has highlights in their career that they are very proud of and with little hesitation, Mr. Curley says that his proudest accomplishment was being appointed in 1997 and then being re-

elected as Executive Secretary-Treasurer. He never felt more proud of anything than that appointment, and he considered it an honor. He went on to say that it was an honor to be appointed but he felt it was also a privilege to serve the membership in that capacity.

A Family Tradition

For many, being a Union member is a family affair, and Mr. Curley is no different. He is not the first in his family to join a Union, and he is not the last. For some, Union membership is almost a family tradition and for this reason, a good number of members will cite family as their primary influence and/or mentor.

After careful consideration, Mr. Curley opened up and said that his father was his number one influence. Although not a member himself, his father gave him his drive and courage.

“Dad was my biggest influence because he pushed me to the next stage in my career. He is the one who pushed me to be a Business Representative. When I thought about running for Business Representative, I was a bit hesitant. I was second guessing myself. It was Dad who supported me and gave me the courage to run,” Mr. Curley said.

During his 35 years, Mr. Curley has seen a lot of change. He has had time to see a lot of good things happen and also some things that weren’t. Time and observation is what

gives a person knowledge and experience. Mr. Curley says that he has seen a lot of things and the Union has taught him much.

Unity is what Mr. Curley says that the Union taught him. Through unity we can do many great things. He said that he has learned how to work together and what is possible and what we can accomplish when we do. This is what he also wants to leave

to future generations. This is what he wants to teach. “We must work hard and work together. We have to remember that nothing good comes easy. It doesn’t come fast. If you work hard and work together, you will be surprised on what you can accomplish.”

Kevin Curley won’t self-congratulate, but will eagerly tell you what it meant to him and how proud he was to have the role of Executive Secretary-Treasurer. He knows, as a founding delegate and Business Representative of the SSMRC, that he played a crucial role in the building of a great

Council but he quickly passes the credit on to the members on the jobsite, his fellow Business Representatives, and the SSMRC staff.

Instead of telling you about all of the hard work he has done and the dedication it took to accomplish what he has

accomplished, he attributes it to his father pushing him and helping him further his career. Instead of reflecting on what he has done for the SSMRC, he talks about how lucky he was to be a part of building it and how proud he was to work alongside his long-time good friend, Dennis Donahou.

He asks, “Who else would’ve had the vision Dennis did for the SSMRC?”

Dennis Donahou, now UBC Southern District Vice-President, became a Business Representative along with Mr. Curley in 1991. With the restructuring of the UBC under President McCarron, both were appointed ESTs of their own Council at the same time.

“I’m just proud that we were able to be on the same team and I got to help him create the SSMRC.” Mr. Curley says, “Dennis and I accomplished a lot of good things together, and I’m proud of him for going on to lead the UBC as Southern District Vice-President.”

“My career has been enhanced by his guidance and knowledge and I’ll always be grateful for that,” said Dennis Donahou. “The success of this Council has largely been because of him. The UBC, SSMRC, and Local 729 will benefit from Kevin’s dedication, guidance and knowledge for years to come.”

The UBC, SSMRC, and Local 729 will benefit from Kevin’s dedication, guidance and knowledge for years to come.

Drugs, Drug Testing, and Your Union

By EST Wayne Jennings with assistance from SSMRC Legal Counsel Jay Youngdahl

From time to time in our Union, issues involving drugs and the workplace come up. These issues affect our members, our contractors, and the end users—everyone that depends on our support within our Council. These issues even have an affect on our families.

Sometimes these issues involve a failure of a drug test, whether this is a legitimate failure of fitness for duty (often for marijuana) or a positive test for a prescribed medication. Either of these situations is a negative for our ability to supply our contractors and end users with a professional work force.

Sometimes a test will show a “false positive.” Our member usually contests these results. Then the issue arises about the ability of our members to perform safe, professional, productive work. Will they gain access to a facility while taking prescription medication they have been prescribed by a doctor? This often leads to delayed entry to a site or missing a short outage all together. Our member is left without employment and the people that depend on us to supply a professional workforce are left shorthanded.

The Union will always fight for your rights, but in the area of drugs and drug testing there are some hard and fast rules that apply to all. Like you, the Union is bound by these rules as well. The purpose of this article is to survey the landscape so you know your rights and obligations in this area. The area is a patchwork of laws, regulations, and rules, which slightly vary state to state and job to job. But some things are always the case, and here are some things that you should know.

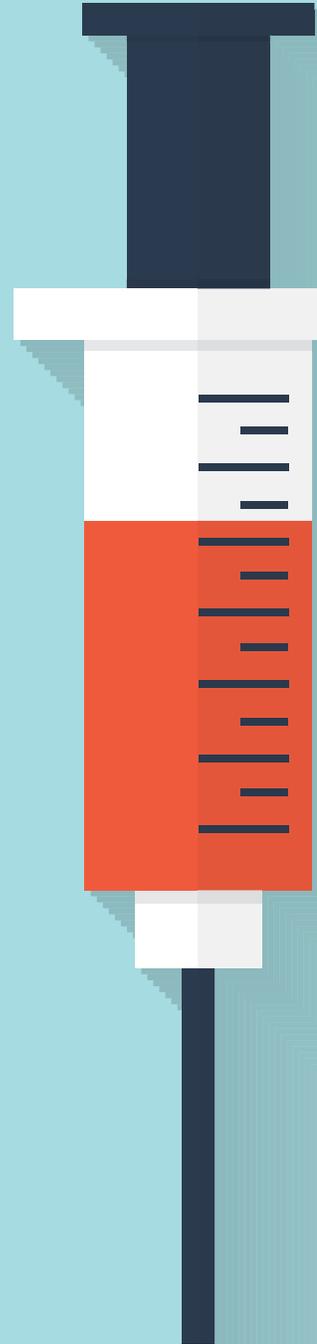
1. Every worker has the obligation to be able to work without impairment from drugs of any kind (illegal drugs or prescribed medication) at the workplace.

2. Every facility or employer has the right to enforce a drug-free workplace, free from illegal or legal drugs. Please be aware that just because certain things are legalized in a few states (marijuana) does not mean that a facility owner nor an employer must allow it. And, just because your doctor prescribed a drug does not mean that neither a facility owner nor an employer must allow you to work with it in your system.

3. While there is no direct federal law on workplace drug testing, most states allow it with some level of protection for the disclosure of the results. Most collective bargaining agreements allow drug testing but often provide some levels of protection for how it is performed. For example, Local 216’s contracts provide that “an employer may require an existing employee to take a drug test. All results shall be confirmed by an outside source before an employee is terminated (This is not the case for a pre-employment screening).”

You have a right to privacy of the results, but there are exceptions to your privacy. The company and the Union have the right to know the results. The results must be shared with the employer so a determination can be made if you are employable. The results must also be shared with your Union so a determination can be made if you were fairly treated.

4. Our Union apprenticeship programs generally require a drug-free environment. Training must take place in a safe environment, and is always done with the betterment of journeymen and apprentices in mind. Most apprenticeship programs have similar language to a drug policy, which mandates drug testing for “cause.” The policy explains why: “The Fund will engage in drug testing



of its participants for the purposes of education, prevention, and deterrence. The prevention of chemical use and dependency is preferable to the treatment and management of its consequences, and therefore prevention is in the best interests of both the participants and contractors.”

5. If you have been found to have used drugs at any job or had illegal drugs or none compliance prescribed medication in your system on the job, the penalties can be severe. They range from a permanent ban from

working at the facilities and for that contractor, to a requirement of the worker to enroll, at their own expense, in a drug/alcohol counselling program. Upon completion of the drug/alcohol program, the worker must submit documentation, a negative drug test (in some instances a hair follicle test), and wait a specified time before being allowed to return to work for that facility owner are contractor. In some instances, there is a permanent ban on the first offence and in most instances there is a permanent ban on a second offence.

So what should you do?

Do not use drugs or alcohol on the job. The safety of you and your co-workers cannot be compromised.

Do not come to work with drugs in your system, whether illegal nor non-compliance prescription medication. Remember that some drugs, such as marijuana, stay in your body for weeks.

If you believe you have received incorrect results from a drug test or have been wrongly banned from a job site, contact your union immediately.

What can you do?

If your doctor prescribes medication for you, ask him or her if taking it will impair your ability to work safely. Then, check with your Union or contractor to see if that drug is a problem for the contractor or customer. If there is a problem, you have the right to ask your doctor to suggest an alternative treatment. Just because a doctor says you need a certain drug does not mean that the customer has to let you work at their facility with it in your system. Most, if not all, facility owners and contractors rely on the advice of Medical Review Officers as to whether or not

The Union will always fight for your rights, but in the area of drugs and drug testing there are some hard and fast rules that apply to all.

to allow someone to enter employment with their company at their facility.

You should know better than anyone else if you are fit

for duty. If you are not, you should consider with great importance whether you want to take the chances, and the consequences, of failing a fitness-for-duty exam. A failure will affect you, your family, and your Union. Please remember that the customer, your employer, and the facility owners can always find an alternate workforce. If we cannot supply a safe, professional, productive, product, they most likely will.

In closing, ask yourself this. Would you purchase a dangerous, unskilled, nonproductive, product or do you want to spend your money on a product that has value? Our value is being a safe, professional and productive workforce that shows up on time, ready for work. We promise to deliver on time—every time—with no delays due to safety issues or poor craftsmanship.

So I ask that you take ownership and let's be the best workforce the industry has ever seen.

Stay Informed & Lead the Way!

Get news and information about **Southern States Millwrights** delivered straight to your mobile phone.

Southern States Millwrights has launched a texting program to make sure all members can stay in the loop when news about our Regional Council is available.

Type **24587** in the “to” line at the top of your phone. In the message area, type **SSMRC**. Press **send**.

While Southern States Millwrights will never charge you for text messaging, your carrier’s message and data rates may apply.

SSMRC Joins McAbee Construction in Manpower Recruitment

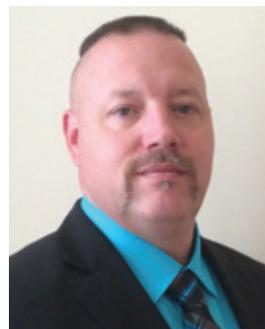


Southern Millwrights answered the call from McAbee Construction to support a job fair by the Brookwood, Alabama Chamber of Commerce for mining and steel workers who were recently laid-off. Jeff Smith, Council Representative for Millwright Local 1192 spoke to attendees about maintenance mechanic and millwright opportunities.

“The event went very well. It was a good recruitment opportunity to find men and women who can benefit by being a part of our organization, and whom can be a great manpower resource for our contractors,” Smith said.

Two New Delegates Elected

Congratulations to the newest delegates of the Southern States Millwright Regional Council: **Steven Mitchell** of Local 216 (second from left) and **Anthony Yost** of Local 1554 (second from right). These outstanding members were sworn-in to their delegate post at our most recent Council meeting. Joining in their ceremony was Council President **Dickie Bone** (far left), and Council Executive Secretary-Treasurer, **Wayne Jennings** (far right).



Congratulations to David Peek,

the newest Business Representative of the Southern States Millwright Regional Council. David is a long-time member of Local 1192, having joined the UBC after a successful career in the military. He is already making great contributions in his new position, and is based in the Local’s Birmingham office.

Using MIX 20/20 Dispatch

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

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

Work List Phone Number **1-866-960-7600**

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

Receiving a Dispatch Call

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

“This is Job Dispatch call from. This dispatch is intended for....”

Or, you may hear...

“MIX 2020, press 1”

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

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

“Please enter your Member PIN:”

Enter your four-digit PIN.

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

Accepting a Job

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

To Accept the Job



To Decline the Job



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

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

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

Declining a Job

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

Out-of-Work List

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

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

Skill Codes

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

Privacy Manager

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

Partners in History

Southern States Millwrights and Airbus Complete Company's First Manufacturing Facility in the USA

Southern States Millwrights Local 1192 took the lead in building the Airbus U.S. Manufacturing Facility in Brookley, Alabama, the company's first production site in the United States. This game-changing facility, which houses the final assembly for the A320 family of jetliners, began aircraft assembly in July 2015, with first deliveries scheduled for 2016 to North American customers.

The \$600 million, 53-acre facility near Mobile launches Airbus' commitment to manufacturing in the U.S. and will employ more than 200 workers, as well as perform some military customer operations.

Originally awarded the open issues matrix contract for the project, Atlas Industrial Contractors of Warren, Michigan started with a small union crew including the Southern States Millwrights, working alongside the original non-union contractor at first. Atlas became the prime install contractor on May 19, 2015, when the original contracting firm, which had been using unskilled labor, left the job.



Atlas stepped in and added more Southern States Millwrights, union operators, union carpenters, union pipefitters, union ironworkers, and union electricians. These staffing moves created a 100-percent union jobsite. At its peak, the project employed about 100 union professionals.



Atlas Project Superintendent Jess Tipken credited the Southern States Millwrights' work to meet all of the client's milestone dates with no safety incidents

or injuries during the extensive project, and for finishing in time for Airbus' inauguration of the site this fall. The crew achieved all these successes without going over the time-and-materials budget.

"I was very impressed by the professionalism, dedication, and hard work provided by all your tradesmen," Tipken said in a letter to the Southern States Millwright Regional Council. "They sacrificed time with their families, as well as holidays, to make sure this project was completed successfully and in a timely manner. I have never been more proud to be part of something professionally than I am now."

Tennessee Valley Authority Gets Safe, Precise, Productive Work from SSMRC Crews

The Southern States Millwrights continue to provide their signature safe, precise and productive work for contractors hired by the Tennessee Valley Authority for work on hydro, steam, and nuclear plant turbines as well as outages. For about the last eight years, Southern States Millwrights have specifically excelled at the TVA's Watts Bar Nuclear Plant, helping to turn a construction site into an operating plant while also achieving zero reportable safety incidents.

The Watts Bar Unit 2 is a \$4.4 billion federal refurbishment project. Southern States Millwrights from Local 1554 in Tennessee and 1192 in Alabama so far have logged about 200,000 man-hours under contractors Bechtel and Williams Plant Services. Some of those millwrights work with the project's Start Up Group, where they help to train machinists regarding fine-tuning pump alignments, polar crane refurbishment, and setting and calibrating motor-operated valve actuators.

"The Millwrights' performance in the Watts Bar Unit 2 Start Up Group was very good. They were dependable and could be counted on to perform any task given to them in a professional manner," said Thomas E. Carson, Jr., Nuclear Projects Director for the TVA.

"The main scope of their work was on pump refurbishments, where many unforeseen challenges were discovered, ranging from internal damage, to obsolete parts. Despite these issues, all of the work was completed before the pumps were needed to perform their tests. Overall I was satisfied with their performance," Carson added.

SSMRC millwrights are known for their elite training, which expertly prepares apprentices and journeymen alike for any project. For the Watts Bar project, Southern States Millwrights completed specialized training in radiation, motorized operated valve actuators, and nuclear general employment.

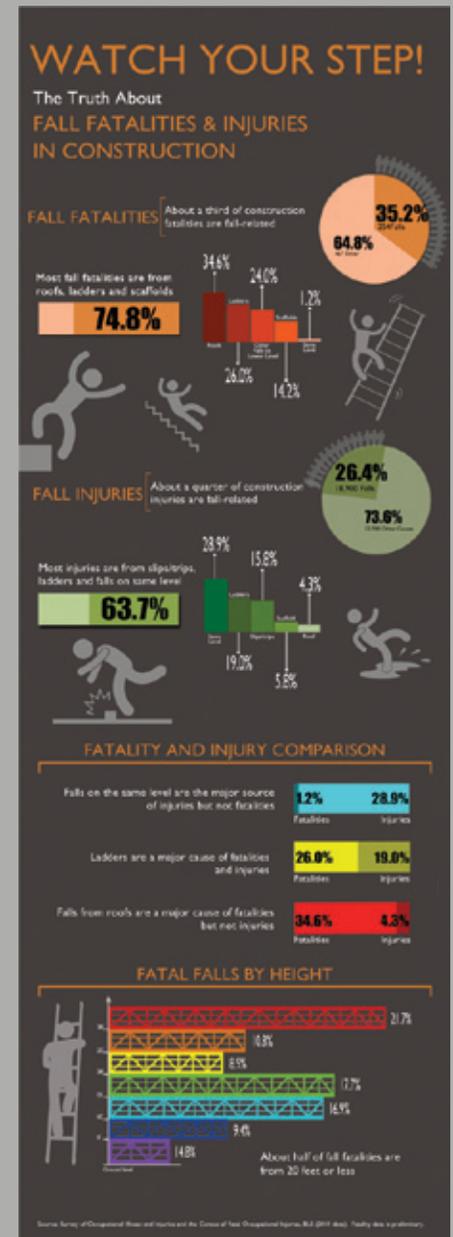
Safety is a critical component of training, and the SSMRC ensures the knowledge level is maximized for confined space, disaster response, fall protection, MSDS, OSHA 10 and OSHA 30, ergonomics, blood-borne pathogens, first aid, CPR, and automated external defibrillation.

"Our professionals are meeting and exceeding their goal to work in cooperation with TVA and the other building trades to finish this project safely and with the quality that our customer expects," said SSMRC's Executive Secretary-Treasurer Wayne Jennings.



Chad Snow, Edwin Miller, Sam Everhart, Billy Smithwick, and Jamie Donald install a motorized valve operator. This is considered to be a complexed lift while rigging it into place. The weight of the machinery is about 2,300 pounds.

THINK SAFETY!



UBC MEMBERS ARE LEADING THE WAY TO ELECT A PRESIDENT WHO UNDERSTANDS OUR MISSION AND IS ALIGNED WITH OUR ISSUES



HILLARY CLINTON IS FIGHTING FOR WORKING AMERICANS!

Read below to learn how she is helping to build a stronger America by supporting the many issues that are critical to the UBC.

1. Strengthening Apprenticeship and Training

Hillary knows the importance of training, including apprenticeship training, and has proposed a tax credit for companies that participate in quality apprenticeship programs.

"As President, I will support unions like the Carpenters by expanding opportunities for apprenticeships and fighting every day to get wages rising again for working Americans." – Hillary Clinton, speaking at a Carpenter Training Center in St. Louis, MO

2. Taking a Stand Against the 'Cadillac Tax'

Hillary Clinton understands the importance of repealing the 40-percent excise tax that is set to be levied on many employer-paid health plans starting in 2020.

"The very thought of taxing the middle class because their medical insurance is deemed 'a Cadillac' is a direct assault on the quality of lives of our citizens." – Douglas J. McCarron, UBC General President

3. Fighting Payroll Fraud

Hillary Clinton's plan for the economy includes a strong pledge to fight against payroll fraud and other forms of exploitation against workers.

"I have always stood and will continue to stand with unions like the UBC against employer efforts to misclassify workers and steal wages." – Hillary Clinton, speaking at the UBC's International Training Center, Las Vegas, NV

4. Protecting the Right to Organize

Hillary Clinton understands the connection between lagging middle class wages and far right-wing attacks on unionization. She pledges to continue standing up for collective bargaining rights and opposing right-to-work legislation.

"Hillary Clinton is a fighter and has consistently fought for our issues on many levels of government. The UBC believes that, as President, she will govern based on her understanding of the critical role unions play in strengthening the middle class and our country." – Douglas J. McCarron, UBC General President

5. Improving Standards for America's Middle Class

Hillary Clinton will prioritize wage growth and work to protect and expand the middle class.

"I'm running for President because everyday Americans and their families need a champion and I want to be that champion. I want families to do more than just get by—I want you to get ahead and stay ahead." – Hillary Clinton

6. Protecting Pensions and Retirement

Hillary Clinton believes everyone deserves a secure retirement. She supports protective measures like the recent reforms our union helped implement to preserve our members' pension plans.

"We have worked hard for reasonable and meaningful pension reform to protect our UBC plans and our members and Hillary continues to stand beside us on this important issue." – Douglas J. McCarron, UBC General President

7. Restoring Our Infrastructure and Creating Jobs

Hillary Clinton understands the importance of long-term funding for the maintenance and improvement of our nation's infrastructure. This means millions of workhours for UBC members.

"We have to create more good-paying jobs. That's why I've advocated for more infrastructure jobs with an infrastructure bank, putting people to work repairing our roads and building what we need to be competitive and strong." – Hillary Clinton

8. Standing with us Against Unfair Trade Deals

When the final details on the Trans Pacific Partnership were released Secretary Clinton evaluated it and saw that it is a bad deal for North American workers. She is committed to fighting against unfair trade deals like the TPP.

"I want to make sure that I can look into the eyes of any middle-class American and say, 'this will help raise your wages.' And I concluded I could not." – Hillary Clinton

STAY IN THE LOOP

Get news and information about the United Brotherhood of Carpenters delivered straight to your mobile phone.

TEXT THE WORD UBC TO: 91990 (US) 52267 (CANADA)

visit www.Carpenters.org/HillaryClinton to learn the ways Hillary Clinton supports the Brotherhood!

Southern States Millwrights Help Parsons Achieve Elite Safety Award at the Savannah River Site

Congratulations to Parsons and the Southern States Millwrights for their role in capturing an elite safety award from the United States Department of Energy (DOE).

The DOE awarded Voluntary Protection Program (VPP) Star status on the Salt Waste Processing Facility (SWPF). This is a facility within the DOE's Nuclear Reservation Savannah River Site near Aiken, South Carolina. Parsons is the prime contractor on SWPF, designed to process the radioactive waste stored in underground tanks at the Savannah River site.

The \$2.3 billion project, which is nearly completed, launched in June 2008 and has been a consistently safe and successful jobsite. About 20 Southern States Millwrights are providing welding, rigging, installation, and maintenance for the project.

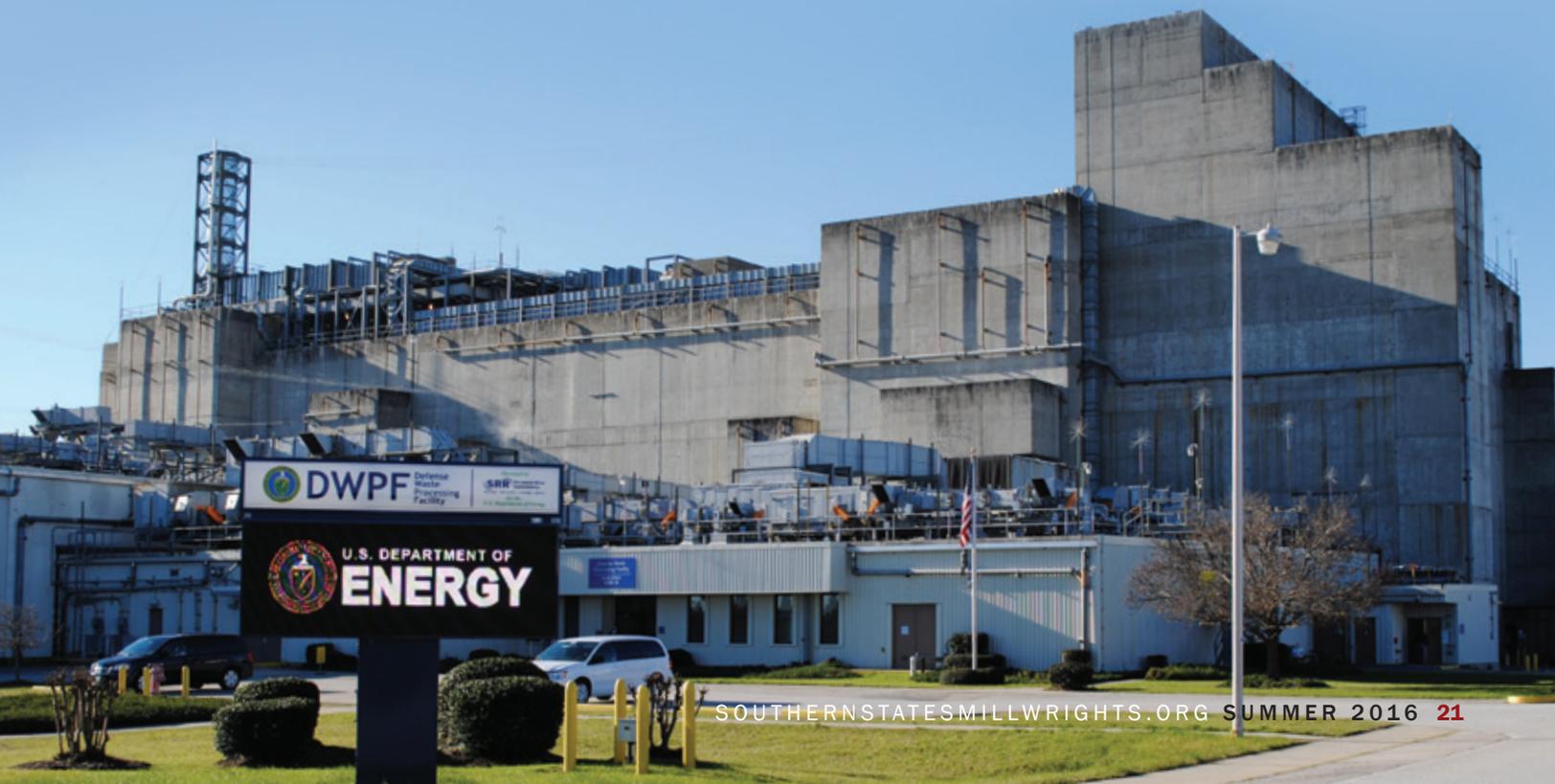
Considered 93% complete at the end of 2015, the project has a recordable injury case rate 70% below the industry



average over the life of the project, according to the Parsons web site. At one point, Savannah River Remediation Construction announced a major milestone of more than 26 million safe work hours and 15-plus years without a lost time injury.

Through the Voluntary Protection Program, the DOE recognizes excellence in worksite safety and health

performance. Star status is the program's highest rating. To qualify at the site level, a workplace must pass a rigorous inspection and demonstrate a commitment to employee protection that exceeds OSHA standards. Key strategies include weekly safety meetings and worker recognition incentive programs.



Southern States Millwrights Help to Build America's First 21st Century Nuclear Units

Southern States Millwrights continue to play a key role for several contractors by helping Georgia Power's Southern Company build America's first 21st Century nuclear units at Plant Vogtle electric generating plant in Waynesboro, GA. Once complete, the massive, record-setting Vogtle site will produce enough electricity to power one million Georgia homes and businesses.

Southern Nuclear, a subsidiary of Georgia Power's parent, Southern Company, is managing construction and will operate the two new 1,117-megawatt units for Georgia Power and the co-owners.

Vogtle units 3 and 4 will use Westinghouse Advanced Passive (AP1000) technology, featuring a

pressurized water reactor that relies on the natural forces of gravity, natural circulation and compressed gases to keep the core containment from overheating. The system also requires less equipment and staff to operate the plant.

Working first for Shaw/CB&I, Stone & Webster and now for Fluor Maintenance Services and Wachs Technical Services, Southern States Millwrights have logged more than 105,000 man hours on this project with zero serious injuries. More than 60 millwrights have staffed this project at any given time.



Welding is one of the most in-demand skills that the Southern States Millwrights are providing. The three most common processes used at these sites are:

- SMAW-with 7018 electrode on 3/8" carbon plate with backing in the 2G-3G-4G position.
- GTAW-with 309 filler rod on 3/8" carbon plate with an open butt in the 2G-3G-4G position.
- SMAW-with 309L electrode on 3/8" carbon plate with backing in the 2G-3G-4G position.

"We get inquiries regularly from owners and contractors about how many certified welders we have, and we are expecting those requests to continue from Georgia, North Carolina and South Carolina into the

future,” said Wayne Jennings, Executive Secretary-Treasurer of the SSMRC.

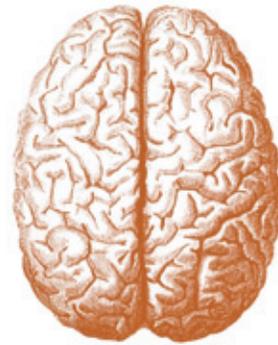
Certifying millwright welders for the Plant Vogtle site is done at the SSMRC’s training center in Augusta, Georgia, with an expert from Stone Webster serving as the certified welding instructor. Each month, the SSMRC hosts a 40-Hour Advanced Welding class in Georgia to keep pace with demand from the Vogtle site.

“We’ve taken great care to train and certify our millwrights so that they are ready for the work that’s needed at Plant Vogtle,” said EST Jennings. “Our professionals working here understand the long-term economic benefits of this project, and the importance of doing their work safely, quickly, and correctly.”

Vogtle Units 3 & 4 are expected to be placed into service in 2019 and 2020, respectively. The \$10 billion building project is employing more than 5,000 construction workers and will support 800 permanent jobs.



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