SSMRC Journeymen Make Their Mark at International Journeyman Leadership Program

The Southern States Millwright Regional Council (SSMRC) accomplished another first in 2013. It was the first council in the Southern District to participate in one of the newest and hottest programs offered by the UBC: The UBC Journeymen - Building Leadership for a Strong Future Program. Held at the International Training Center in Las Vegas, NV, 145 SSMRC journeymen participated in a multi-day program designed to give journeymen a greater understanding of the Brotherhood and how their leadership affects the present and future of the Brotherhood.

"Journeymen chosen to participate in this innovative program were those who proved themselves through strong leadership and a good work attitude on and off the job site," said SSMRC Executive Secretary-Treasurer, Dennis Donahou, a strong supporter of the program.

Over the course of the program, SSMRC participants learned about the UBC and its history and how to become better and stronger members through both theory and the first-hand guidance of those Brothers and Sisters who had come before them.

Continued on page 3

Zachary Richards from Local 1421 in Arlington, Texas wins this year’s top millwright apprentice award. He’s pictured here with EST Donahou (left) and UBC Southern District VP Danny Maples. See page 12-13 for a recap of the event.

Recip Info Now Available Online

The newest addition to www.southernstatesmillwrights.org is reciprocal information for all 11 states in our Council. We’ve listed the information for Health & Welfare, Annuity, and Pension funds in easy-to-download PDFs. To view it, either snap the QR code below or visit www.southernstatesmillwrights.org/MemberReciprocal.xml

Miguel Fuentes tapped as marketing and recruitment director

Tim Brown shares a story about a 50-year member who credits the UBC for his quality of life

Hamar Laser Training comes to Texas
Dear Member,

The Southern States Millwright Regional Council (SSMRC) was formed to specifically fit the needs of the union millwrights who work in the South. The challenge that your SSMRC staff faces is the ever-changing face of our industry. Adaptability is a trait that our members possess, which sets us apart from the others, allowing us to gain more market share.

For years, Power Generation has been our lifeblood. This sector continues to offer us many high-paying jobs and many opportunities. We have a good relationship with owners and end users, and we continue to grow and gain new work that we have never had before. The disadvantage that power generation is the fact that this work is seasonal. During fall and winter, outages keep us busy, and in recent history these have been somewhat predictable. But, during the summer months, we don’t enjoy the abundance of labor that this sector provides, and your SSMRC staff is hard at work to mitigate these drops and keep work flowing throughout the year.

The petrochemical industry, on the other hand, is always breaking wide open in the next couple of years. The demand for work will be like nothing we have seen in recent history. Exxon Mobil Corp., is a multinational oil and gas corporation headquartered in Irving, Texas. Company President Steve Pryor, quoted in a front-page Houston Chronicle story, noted: “...there are literally thousands of new jobs coming to the Houston area and across the Gulf Coast being created because of what I think of as a tidal wave of new investment created for the chemical industry. It’s lots of jobs, and at the heart of it, to enable all of these projects to happen, you need skilled work.”

SSMRC is stepping up to the plate, and putting together a plan to meet these demands.

Training is at the heart of this effort to fill the jobs that are coming in the next few years. Our ability to train, and the versatility that we offer, is creating opportunities like never before. We are adding classes to our curriculum that are specifically geared toward this booming industry. There have been classes added to the Houston Training Center, such as the course on both reciprocating and centrifugal compressors and advances have been made to the alignment classes. We are bringing in contractors and creating curriculum that concentrates on their individual needs. Not only are we developing more curriculum, we are constantly adding more classes to the existing curriculum, to fit the needs of our members wanting to get the training necessary to go work in the petrochemical industry.

While training is at the heart of our efforts, it is only one component of our overall work to increase the opportunities for our members to gain this upcoming work. A comprehensive marketing campaign has been released to gain work and membership alike. Starting in the Houston and Gulf Coast areas, we are using every means available to get our name and reputation to contractors and end users. Print material is being distributed at job fairs, technical schools and four-year colleges, high school career fairs, and via individual meetings. We are also utilizing media in many forms, including newspapers, magazines, television, and radio. Top construction publications have been targeted and our ads are being placed to make sure we get the most exposure possible.

Our online presence is also increasing. We are not only interacting with people and uploading information on social media forums, but also advertising on these websites as well. We have developed a new website dedicated strictly to recruiting new members: www.professionalmillwright.com. This website is focused on specific target audiences to give them the information they need, and provide avenues to contact us and apply for membership. We have someone dedicated to studying the traffic on this site and tailoring the website to make it more useful and more approachable and more easily located on the internet.

The SSMRC is gaining in many ways, and the overall health of the Council is very strong. The annuity and pension funds across the Council are in good shape as well. They are recovering from the economic downturn starting in 2008 and are coming back stronger than ever.

We are in a good position to undertake all of these actions. We are growing very fast. We have enjoyed another strong year for man-hours and already secured work that will carry on into 2014. We are performing work where we haven’t before and creating work for our members in our traditional down times. Membership is up, which is imperative to meeting the demands we are going to face in the upcoming year. We have the manpower to supply these jobs so that our contractors and end users will be able to fill the work they need and finish the projects on time and within budget.

A problem that our competitors face is, if they have the manpower to fill those jobs, those workers are spread out across the country and not in position to accept the work. This problem is one of the things that the leaders of the UBC. They were recognized as members who were already influencing others on the job site and they came to the ITC fired up and ready to strengthen their leadership skills. They were engaged, full of energy, and extremely grateful to be part of such a select team...they genuinely exceeded our expectations.

To learn from some of the most experienced journeymen in the UBC, a leadership panel was formed to share their own experiences and history with the Brotherhood, and answer questions the participants had on being a stronger leader. Panel members were BBC Southern District Vice President Danny Maples, EST Donahou, SSMRC Eastern Region Director Steve Cotthon, SSMRC Western Region Director Rick Halfford, and Florida Training Director Frank Gray.

“Information that surfaced in our program was just as insightful for the staff as it was for the journeymen who attended,” said Halfford.

“The journeymen millwrights who participated in the program were absolutely the most well-informed and highly motivated individuals I have had the pleasure of working with in my 35-year career as a Training Director,” said Gray. “Each of them expressed a strong desire to work for continued improvements both in our millwright council training programs, and in each Local union represented in the Southern States Millwright Regional Council. I was honored to have the opportunity to answer their questions concerning training, and I was extremely proud of the professional manner each journeymen millwright displayed during the three days they participated in this new program.”

During the sessions, journeymen were introduced to two concepts: Transformational Leadership and Constructive Culture, which was designed to help further the skills and knowledge the journeymen already have.

Transformational Leadership is a style of leadership that encourages the leaders to get to know their workforce based on an individual basis with their fellow journeymen. These leaders learn to consider individualism, intellectual stimulation, motivating factors, and influences. Constructive Culture addresses how individual people function together to create a team by recognizing abilities, wants, suitable tasks and how to best use the synergy of the group to maintain the highest output possible.

The course was highlighted by General President Doug McCarron who met with the attending journeymen and conducted a personal question and answer session with them. Mr. McCarron was well received by those in attendance, who appreciated the chance to come and speak with him on the issues concerning them.

“I was very proud of our journeymen who attended the program. They were very attentive and eager to learn,” said EST Donahou. “I enjoyed the time I spent with these strong journeymen and I look forward to the results of their training.”

Dennis Donahou
Executive Secretary-Treasurer
Southern States Millwright Regional Council
I HOPE EVERYONE HAD A GOOD SUMMER and a great holiday season. I’m happy to say that 2013 was good, and that we had some good opportunities come up. We finished up 2013 with some good jobs, which set us up for the first of 2014.

In fact, the job market could offer up some astounding opportunities. If one reads any of the numerous professional predictions, the petro-chemical industry will drastically increase in 2014. USA Today ran this article on July, 7 2012: “Domestic energy supplies boost U.S. economy.”

American energy is creating millions of jobs and fueling economic growth. It’s working. Kyle Isakower, Vice President of the American Petroleum Institute in April of 2013 noted: “The oil and natural gas revolution has created millions of jobs, and this study shows the broader economic benefits are being felt by households and manufacturers across the U.S. Oil and natural gas have been pillars of the recovery, and other sectors are now coming back strong and faster because of affordable and abundant energy and raw materials — despite economic headwinds.

As a result, Americans have more income, more buying power, and a more competitive economy.”

Just like many other metro areas of the country, the Houston and the Gulf Coast areas’ construction industry are feeling the effects of a strong demand for manpower with the inability to find enough skilled workers to meet it. Unique to Houston’s economy is the need to have the skills to perform work in the effective and the gulf Coast areas’ construction industry are feeling the effects of a strong demand for manpower with the inability to find enough skilled workers to meet it. Unique to Houston’s economy is the need to have the skills to perform work in the competitive economy.”

Everyone knows that fossil steam turbines, for the most part, do not have scheduled outages. We always have unknown plants that go down. When the call-outs come, the business representatives go down the list by qualifications. If you have all of your qualifications, you will be called in order. It is important that you get all your qualifications, and if expired - get them up to date. Getting your TWIC card is another important thing as well. This will be needed to work in a lot of areas and jobs on the Gulf Coast.

Once again, training is the hallmark of our organization. This is what keeps us ahead of the competition. Let us be trained. Let us be certified. Let us be ready to meet the needs of 2014. Have a great spring season!
Marketing & Recruitment Report
By Miguel Fuentes, Director

Recruitment and Marketing into High Gear

We all have the need to find and develop a highly skilled, well-trained workforce to sustain the growth currently taking place in the Petro-Chemical and Power Generation industry.

The Southern States Millwright Regional Council has stepped up to this plate. We are promoting our ability to identify, cultivate and prepare the workforce we’ll need for the jobs in the upcoming years. In addition to traditional forms of marketing, we are using new forms of communication to reach new audiences. The strategy is working well for us and we are gaining work and membership. We will continue to explore many more resources that we can use to increase our exposure and gain market share.

We are putting shoe leather on the street, meeting with legislators, local public officials, trade associations, and leaders in the field of education and workforce development. In addition, we are using newspaper and magazine publications to give people in our industry an idea of who we are and what we bring to the table.

In order to meet industry demands, we are taking a hard look at other training providers which operate throughout the community. Whether it be high schools, trade schools, or technical institutes or colleges, we are engaging them in conversation, evaluating their programs and developing meaningful relationships with facility and staff. If they are involved in Student Career Service or Employment Counseling, we want to know them, because they are all interested in providing viable options for a career path, job placement or continuing education for newly graduated students.

We are taking a similar approach regarding current and returning veterans. We are connecting with veterans at the point where they are making the transition from military to civilian life. We are creating meaningful relationships with various veterans representatives stationed at local workforce offices, and military staffers who are charged with administering the Transition Assistance Program (TAP). Our goal is to identify and then attract the type of soldier who acquired skills during their tour of duty that match well with those needed to be a first-class millwright.

The SSMRC has a lot in common with all of these groups. They are also working hard to help their constituents obtain a higher quality of life by presenting opportunities to maximize their earning potential. Doing so has a positive long-term economic impact for the communities that we all serve. Helping them come to the conclusion that we are all in this together is paramount.

For that very reason a key element of our recruitment effort entails a host publicity component to the recruitment plan.

Getting our message out to the general public and helping them understand the impact we can have on a community when we partner together to build a local workforce is extremely important. When the connection between community groups and our organization is crystal-clear, the public becomes a great resource for acquiring new talent. They also become some of our strongest advocates at City Hall, as well as the neighborhood at-large, because they see the economic opportunities that our organization and employer base brings.

Ultimately, they shed new light on our union and make it possible for people to see us as a real option for entering the middle class, experiencing the pride of home ownership, sustaining a family, and saving for retirement. This is the appeal we have to potential members, those that may already be working in our industry, are new to the field, or just looking to make a career change.

The coming labor shortage presents a great opportunity for our organization to gain significant market share, build our employer base and grow our membership. In fact, we are limited only by the scope of our imagination and enthusiasm for trying a unique approach toward getting the job done.
TO REMAIN A DOMINANT FORCE in our industry, we must be ready at all times. We must be ready for anything. This dedication is something that separates us from the others. We have members who understand this, and live up to this time and again.

I would like to pay tribute to those members who work during the days that those of our competition will not. We have members who work the holiday season without hesitation. We have members who work long days and long weeks. Our members are willing to do this in working conditions that aren’t always the best. These are the things that separate us from the competition. Support and dedication benefits all of us and I want to let you know how much your efforts are appreciated.

2013 was a strong and steady year. During the down seasons, work was sometimes hard earned, but we were able to mitigate some of the drop in man-hours we typically see during the summer months. I make this point to emphasize how important our members are to Local 216 and this Council. Without the quality of workers that we have and the dedication we show, this would not have been possible. Because of the quality of work we provide, 2014 looks to be even stronger.

We have had some new contractors come into our area, which is providing work in the petro-chem industry. This is an industry that will pickup substantially in 2014. Let’s get the training and our TWIC cards to take advantage of this booming market that is increasing not only here in Arkansas and Oklahoma, but all along the Gulf Coast area.

There are companies around the United States preparing for the increase in production we will see in the near future. Sasol will be constructing a chemical plant and a gas-to-liquids plant that will turn natural gas into diesel, at a site in Western, near Lake Charles. The project is the largest manufacturing investment in Louisiana’s history. The chemical plant is scheduled to start operation in 2017 and the diesel plant is scheduled to come on line in two stages beginning in 2018 and 2019. The project will create 6,000 to 7,000 construction jobs and 1,200 permanent jobs.

Other job news:
- Chicago Bridge and Iron (CB&I) is building a $100 million nuclear modular manufacturing plant in South Lake Charles, which will employ 1400 local people.
- Southwest Louisiana is a hub for world-class aviation maintenance at the Chenennah International Airport Complex. AMI Corp. recently announced it will establish a 750-job aircraft maintenance repair and overhaul operation at Chenennah International Airport in Lake Charles.
- Jupiter GTL, a Texas-based petrochemical company, announced recently that plans are underway to build a natural gas-to-liquid facility in Westlake that would bring more than 140 jobs to the area.
- Fluor Maintenance Service had an outage in October at Big Cajun II in New Roads, Louisiana.
- Industrial Contractors, Skanska, was awarded new construction work at Big Cajun II in New Roads, Louisiana, converting a unit from coal burning to natural gas.
- Siemens had Louisiana outages in September at Nine Mile Power Plant in Westwego, at Waterford I&I in Kilona, and in October at Acadia Power Plant in Franklin, and Doelte Hills Power Plant in Marsfield.
- Universal Plant Services had outages in August and September at Marathon Oil in Garyville, and Shirtnec in Plaquemine.
- Day and Zimmerman had an outage in September at Waterford I&I in Kilona.
- Overall, Southwest Louisiana will have millions of dollars of construction worked in their area in the next few years, which will help grow the economy and create new jobs for our members.

Congratulations to Jaye Hebert, Broderick Lancaster, Vincent Libert, III, Joshua Plant and Cody Sholmier, who recently graduated from the Central South Carpenters Regional Council Training program. I would also like to congratulate Jaye Hebert for being selected to attend the Southern District Apprenticeship Contest. It is a great honor to be selected to attend the Southern District Apprenticeship Contest and all of the contestants who participated in the contest at the Houston Training Center did a great job. I am happy to report that the Baton Rouge Training Center went to daytime training in the first quarter of 2013 and a Joint Apprenticeship Committee was formed in the Spring of 2013. The Central South Carpenters Regional Council Training Program just recently purchased Surplus ANSI pumps and a VIBRALIGN laser for pump and laser alignment classes. Now, since the joint Apprenticeship Committee was formed, it will be imperative that all of the apprentices attend school. The apprentices who have excessive absenteeism will be asked to meet with the committee and the committee will enforce the policy for absenteeism set in the Apprenticeship Standard. As of August 6, 2013 any member of Milwright Local Union 720 who would like the Local to pay for their DISA drug testing, TWIC card, 8-hr Basic Plus, Power Safe and Enertgy Fossil Specific training will have to have their monthly dues paid through the current month. Having your dues current is also the requirement for the roll back money from the Council. Let’s not leave any money on the table by letting our dues lapse.

Please don’t forget to update your rigging training. If you don’t presently have rigging training, call the training center that is closest to you and schedule your training. Siemens and Atlantic Plant Maintenance are starting to strictly enforce that all journeyman millwrights who are working for them have up to date rigging training. Finally, don’t forget to fully utilize the Southern States Milwright Regional Council website, www.southernstatesmillwrights.org to obtain training, news, and events inside the Council.

The amount of natural gas available for production in the United States has soared by 58% over the last four years.
Local 1000

By Cliff Tucker, Business Representative

AS SOME OF YOU KNOW I am the new Business Representative for Millwright Local 1000 in Tampa Florida. It has been a pleasure to get the opportunity to serve the members. I am still on a learning curve, but I have hit the ground running. I have been knocking on doors of Union and Non-Union contractors, trying to get more work for our members.

We had a good outage season this year that put more than 200 millwrights to work on the turbine deck. As the outage season came to a close, we quickly started focusing on several nice turnarounds in the phosphate industry that we had this fall.

The job we had in Brooksville with White Construction at the cement plant, which has been a great job for several members, is coming to a close. The job was a great success for the contractor as well as our membership. We have a job that started at Orlando airport that is going to last for more than two years for more than 20 millwrights. We are still working toward getting more plant maintenance work at several facilities in the area. Atlantic Plant Maintenance has been picking up some small jobs as well as having a large outage in Martin County that will put 80 millwrights to work for around 55 days. They also picked up some of the steam turbine work at the Martin plant due to the professionalism and hard work of our members.

We have been working with other Locals to put our members to work in the jurisdiction of our Council. I think by having this 11-state Council, it will provide less down time for all of our members in the off seasons. This will help all of our contractors to be able to bid work with the assurance that they can get members from all over our Council with just a phone call to other Locals.

All of our members should take advantage of any training they can get. Training is the best tool a millwright can have in his toolbox. I encourage all members to work safe, not only for their families but also to support our contractors. Safety is the quickest way to lose a job or a job for our contractors. Just remember, attitude is everything. When you have a membership with great attitudes you can do anything.

Local 1192

By Wayne Jennings, Business Representative

HERE WE ARE, once again reflecting on the past year, looking into the future, and what we can do to prosper in the upcoming year. As always, I would like to thank all of the members for making this and everything else we do possible. Thank you on behalf of all of the SSMMRC staff.

I also want to ask all of you to please keep up the good work of being the best trained, safest and most productive millwrights the industry has to offer. By holding these traits close to your heart and helping to embed these ideals into the minds of our younger brothers and sisters we can, and will maintain the high standards expected of SSMMRC millwrights.

With that being said, let’s mention opportunities that this attitude and training has afforded us. There are a few very important job sites in our area that are going to give us opportunity. These sites have a tremendous amount of potential for Local 1192 by supplying our members with the opportunity of many man hours. Man Hours drive everything that insures you and your family with a comfortable lifestyle: Your income, your insurance, your pension, your future.

We currently have members working on this project and look forward to sending more out as needed.

- American distiller, Jack Daniels, is expanding in progress. Part of the expansion is being performed by Silman Construction. Please welcome Silman to Alabama by helping them succeed on this and any other project they may have. The project for Jack Daniels also began in September of 2013 and is scheduled for completion during the second quarter of 2014.

- The TVA owned and operated Browns Ferry nuclear plant in Athens, AL has a planned outage for the first quarter of 2014. Atlantic Plant Maintenance Nuclear has requested that Local 1192 supply them with six certified welders and over 40 millwrights. There will be other contractors present as well, who could be offering us man-hours.

These are only a few examples of the opportunities in Local 1192’s area. We need to be prepared to take these jobs when they come along. Please take the opportunity to get all the training possible. Go to our website, southernstatesmillwrights.org/training, and check out the schedule for a class near you.

Contact your instructors and capitalize on the availability of the wide range of training the SSMMRC has to offer and then go show off those new skills. Team up with the owners and the contractors to seize the opportunities in front of you.

By supplying the best millwrights in the industry who have a professional and productive attitude, these chances to increase our man hours will continue to present themselves. As always, thanks for the chance you have given me to serve you.

Mike Stackeart sight reading elevations with an optical micrometer

Alex Mercado and Harold Peters setting a section of a stacker conveyor
The annual UBC Southern District Apprenticeship Competition was held at the Training Center in Houston, Texas on October 4-5, 2013. Apprentices representing Georgia, Tennessee, Florida, Louisiana, Arkansas and Texas were present to compete. On Friday, the apprentices completed a written exam and a special project consisting of various measurements using precision tools. The hands-on project for Saturday included layout, welding, drilling and tapping, installing bearings and shafts, shaft alignment, installing gears and sprockets for a chain drive and various other millwright duties. The contest gave the apprentices the opportunity to display their millwright skills.

In addition to watching the apprentices compete, those who attended were able to visit displays provided by vendors: Daniel Pierson and David Toledo with Milwaukee Tools demonstrated a variety of new battery-powered tools, including some with the new state-of-the-art brushless motors. Sheldon Wray and William Zina with Lincoln Electric demonstrated the new Lincoln Virtual Welding Machine and attendees were able to practice using it. Barry Jeffcote of Jeffcote Industrial Services demonstrated Precision Laser Alignment equipment used for pump-motor alignment. Randy Allen, Gary Gardner and Joseph Gay with the UBC’s National Job Corps Training Fund presented information about the Pre-Apprenticeship Training Program. Mike Fuentes of the Southern States Millwright Regional Council shared the new marketing materials prepared for the millwright recruiting program.

Apprentices representing Georgia, Tennessee, Florida, Louisiana, Arkansas and Texas were present to compete.

In the Millwright category, Zachary Richards from Local 1421 out of Arlington, TX won first place. Second place went to Kris Carpenter, Local 1554, in Chattanooga, TN, and Jesse Martin, Local 1000 from Tampa, FL, took third.

Additional Millwright apprentices participating were: David Baker, Jr, Local 1263, Kennesaw, GA; Jaye Hebert Local 729, Baton Rouge, LA; and Steven Mitchell, Local 216 in Russellville, AR. Congratulations are in order for all the contestants for being chosen to represent their areas in the competition.

R.L. Gates, Tommy Meeks and Danny Budnik served as judges for the contest, while Rick Halford, Ed Wright and Janie Pernicario assisted the contestants as proctors. Thanks to the judges, proctors and all who helped to make the competition a success!

The annual UBC Southern District Apprenticeship Competition Places SSMRC Millwrights in the Limelight
Local 1192
By Jeffrey B. Smith, Business Representative

FELLOW MEMBERS, I wanted to say thank you for the dedication and support you have given to our contractors this past year. With your determination to be successful in productivity, training and customer support, in combination with the right attitudes, is leading the way, and we have had a good year in finishing jobs on time, within budget and meeting milestones in ensuring customer success.

Since the signing of the new Industrial Partnering Labor Agreement (IPLA) that was negotiated, reviewed and signed by the UBC General Vice President Doug Banes, District Vice President Denny Maples and our EST Dennis Donahou, we have embarked on projects across the state of Mississippi, providing more working opportunities for millwrights. We are currently building a new Southern Company facility (Plant Ratcliff in Kemper County, MS) that put numerous dedicated millwrights to work at building a plant that will log countless numbers of man-hours, ensuring long term employment and maintenance opportunities for our present and future millwrights that will supersede us in the trade. Today’s millwrights of Plant Ratcliff have logged over 50,000 man-hours, launching our contractor (ME-I) as a top ten largest man hour producer in the Council thus far for 2013. These dedicated men and women have endured a lot on this project from all angles, including the elements, while holding their heads high and leading by example for craftsmen. They have met every milestone and goal with no recordables thus making their customers take notice as well as gaining the attention from other industries in the area. Fluor has also had a good bit of work at Plant Barry, in Mobile County AL, throughout the summer, keeping a full-time maintenance crew going strong.

Plant Barry is getting ready to launch a new coal conversion project that will offer long-term employment and opportunities here at home for Local members.

Here in Local 1192, we are preparing for tomorrow, so that we are ready for the construction industry’s demand here on the Gulf Coast. It is projected that 500,000 more craftsmen of all trades will be in demand over the next eight years, peaking in the years of 2015-2016. I urge you, prepare today to be ready for tomorrow. For instance, if you do not have your rigging and millwright certification cards, I urge you to get them because of the opportunities available in this sector.

Let’s continue to be the leaders of the industry. Through our continual training, good attitudes and determination we will always ensure contractor and member success!

Today’s millwrights of Plant Ratcliff have logged over 50,000 man-hours.

Local 1263
By Mike Hamilton, Business Representative

WE ARE LOOKING FOR AN EVEN BRIGHTER OUTLOOK for the year 2014. We are beginning to hear from some of our turbine contractors that the spring outage season looks to be a busy one. Unit 3 construction at Southern Nuclear Plant Vlyotte is slowly progressing and we expect the opportunities for millwrights to pickup in the coming months. We have several members working as welders already at Plant Vogtle. We started several baggage handling projects at Greenville-Spartanburg International Airport and Charleston International Airport, and have work continuing at Hartfordfield Jackson International Airport in Atlanta. There is also a new tire plant being built in the Macon area. We continue to receive increased demands from our major turbine contractors for members to keep their rigging training current and for members to have all of their turbine training completed. The demand for members to have their millwright qualification is becoming greater across the country, so we encourage our members to make sure they get their qualification and keep it current. Rigging and millwright qualifications expire every four years. Also, we continue to encourage our members to get their TWIC cards so they will be able to work in the petro-chemical industry as demand for workers in this industry is ever increasing.

In order to prepare for the expected growth in work opportunities, we must also be mindful of growth in membership. In order to do this, we have been working together with our Training Trust Director, our Training Coordinators, our members and our Executive Board to develop and target an approach to make our communities throughout Georgia, North Carolina and South Carolina more aware of opportunities for young people to get into our trade.

Mike Hamilton and John Buddy addressing the participants of MAGIC Camp Adairsville HS.

We have been visiting high schools and vocational colleges across our jurisdiction, targetting welding program students and distributing information about the millwright trade.

Another program we have been participating in and helping to sponsor is the Mentoring a Girl In Construction Camp Program. This program provides female high school students with the opportunity to learn about employment opportunities for them in the construction industry. Georgia Power Company has sponsored and promoted this program for several years, joined by the Building Trades in Georgia and several contractors, such as Fluor Industrial Contractors. In 2013, the SSIMRCC participated in three camps throughout Georgia: Cass High School near Cartersville, Adairsville High School, Burke County High School. Local 1263 members John Busby and Peggy Busby, who is one of our instructors, participated in both the Cass High School and Adairsville High School camps this year, teaching the students about our trade. I have addressed the students at all three camps and one of the camp participants, Chelsea Maggard joined our apprenticeship program.

We look forward to expanding our participation in these programs and will continue to participate in efforts to grow our membership and provide more opportunities for employment for a larger and more diversified work force.

Local 1263 Business Representative
Mike Hamilton talks to Cass HS MAGIC Camp participant about opportunities in construction.

Local 1192 Business Representative
John Busby and Peggy Busby, who is one of our instructors, teaching the students about our trade.
Local 1421
By David Bonds, Business Representative

IN AN EVER-INCREASING EFFORT to further our market share, we are integrating technology into our Brotherhood as part of our marketing plan. If you would have asked me six months ago what a QR Code or QR Code reader was, I would have looked at you with a blank stare. Of course, I am on the older side of life and I am sure most of the younger members could have explained it to me easily. However, now with my assignment to the Council Marketing Committee, I have learned fast about the QR Code. QR stands for “Quick Response” and has been integrated into our marketing materials and brochures. QR readers/scanners can be downloaded from an app store to “smart phones” and most are free. All you have to do is scan the QR code and it takes you to a website. How is this so helpful to our program? Let’s take the Council brochures for example. Each brochure was developed for a specific target group, such as those exiting the military, those exiting high school or trade schools, and millennials working at the trade who are not members. Having a QR Code on each brochure creates a website designed specifically for their target group. I am very excited as we continue in the direction of being part of a technologically advanced era in order to advance our efforts in securing membership, man-hours (for current and future members), for our Council and the millwright trade. This is just a small example of the technology integration and direction the SSMMC is taking. We are on the move in the right direction... technology is very effective and exciting! There is much more to come! I am proud to report that Local 1421 had a great 2013. I believe the most positive thing I can report on is that we are working with owners who we have never had an opportunity to work with in the past. Some 2013 projects are Owens Corning, General Motors, two projects at the Dallas/Fort Worth International Airport, Johns Manville, Cargill, United States Postal Service, Bimbo Bakery, International Paper, Lower Colorado River Authority, Exelon Power, Florida Light and Power, Luminent Power, Ball Can, Miller/Coors Company, City of Austin Power, Norbord, and Owens Illinois, Hospira, and Love Field International Airport. I want to thank the members of Local 1421 for their support, along with the SSMMC Staff and members of other Local unions in the SSMMC for their assistance in covering the man-power needs during peak times throughout the year. It is greatly appreciated.

REMEMBER: BE INFORMED, BE ACTIVE – ATTEND YOUR LOCAL UNION MEETINGS!

Local 1554
By Tim Brown, Business Representative

SINCE ITS INCEPTION, the Southern Midwestern States Millwright Council (SSMMC) and its locals have been blessed with more work and man-hour possibilities than we could ask for. From 2010 to 2012 we have had great gains in man-hours, productivity and membership. Every year our man-hours and market share has been better than the year before, exceeding our expectations. While no one can expect such vast improvements indefinitely, Local 1554 has remained steady and strong throughout 2013. Local 1554 has exercised great resolve in finding work to overcome the general slowdown in the nuclear power industry. Despite the fact that we have had less nuclear outages, our work in the power industry is not only standing strong but gaining due to picking up work at the TVA-Raccoon Mountain Pumped Storage facility. We are working with Atnos Power and Voith Hydro to build four new rotors for the four hydro units. This is a good job to get us to employ our members for 10 to 12 months. This summer, instead of the outage season going flat, as was expected, we were able to secure work in early July due to shutdowns at the Bridgeview stone plants, both at Warren County and La Vergne. It is very encouraging to see outages such as these when the season is typically down and being able to continuously gather work in every market condition is a testament to the hard work of the SSMMC Business Representatives and the reputation of superb skill and hard work of our members. At the end of each year we reflect on what we have done and the accomplishments we achieved. We should also take the time to look into the future and what it holds. According to every market prediction, 2014 is going to offer the SSMMC and Local 1554 many good opportunities. Because of all the hard work we all put into 2013, we will be able to capture the upcoming market. Business Representatives from several locals have met with Field Services out of Stevenson, AL to discuss how we can supply them for the work they have coming up in the different industries they work. Those industries include, but are not limited to, paper mill and some powerhouse work around the SSMMC.

Field Services is looking for millwrights who are trained in shaft alignment, pump rebuilding, boiler feed pump repair, and mechanical seal care and installation. This is where our superior training department can really show the industry how we are able to fit the needs of specific contractors and provide them with millwrights who are trained in the things that each contractor wants. We invited Field Services to come and inspect our training facilities and to assist in developing specific classes that could fit their needs.

Every year our man-hours and market share has been better than the year before, exceeding our expectations. They are developing specialized classes to fit the needs we have, and they are making sure that classes are available for those who want to get the training they need to make themselves more employable. A perfect example is the Reciprocating Compressors class that was developed and is being taught in Houston. This demonstrates how much the UBC and the SSMMC is willing to do to help secure work for our members and help contractors be successful. The question that we are faced with, every time, when we come before a contractor to get work, is ‘What can our modern union do to help contractors be more profitable?’ We are proud to say that the SSMMC provides members who: 1. Come to work on time and act like a professional craftsman. 2. Come to work prepared to give an honest day’s work. 3. Show up for duty, bring all of the tools that a craftsman is known to possess, and have the training to be able to complete the task at hand. 4. Stay on the job until the job is finished. It is imperative that every one of us understand what it will take to make us successful and what we can deliver to the contractors to make them successful. After all, these are the things that keeps contractors coming back year after year to sign another agreement with our local unions. This is what insures that we have a future in this line of work and that we can pave the way for future generations of millwrights. This is the attitude that kept us strong in 2013 and it is what we’ll use to make 2014 even more successful.

Local 1554
By David Park, Business Representative

AS WE MOVE INTO 2014, work opportunities seem to be increasing across the Southern States Millwright Regional Council (SSMMC). It looks like the major push will start across the Gulf Coast in the Petro-Chem industry. As you read throughout the newsletter, you will see a large amount of man-hours that will be available to millwrights. To help our local members procure some of these man hours the local unions are taking steps to make employment easier. The E-Board and members have voted to purchase TWIC cards for any member willing to travel to these areas or anywhere a TWIC card is required. Having a TWIC card makes our members more employable. To have your TWIC card cost picked by the training funds, members should contact their Local union office for details. As some of you know, apprentice training has changed. New apprentices will now attend week-long classes and must receive 200 hours per year of training. The Millwright contractors and local training committees across the SSMMC felt uniform curriculum and scheduling would help procure a more consistent and beneficial form of training for apprentices.

Often members do not look at the overall scope of the millwright industry, but instead focus on a particular segment or field in which they work. It takes many skills to compete in all areas. In the next five-to-ten years, Local 1554 members will retire at a more rapid pace. To date the average age of our active working member is 49 years old. This is why we continue to train and build our Local, so that we all remain viable for working and retired members.

Currently, local work is looking good for the upcoming year. Power generation and the automotive industry appears poised for an increase in man hours. Power generation across the valley will undergo major changes with the closing of several units at various fossil plants.

Congratulations to the following millwrights for achieving 31 to 35 years of service:

• 35-year members: Nathaniel Wallace (retired), Gary Blair, George Forst, Charles Gower, Jim Gerwig, Russell Clark, Donald Johnson (retired), and David Prater
• 34-year members: Clyde Tynce, John Bratcher, Ronald Tungate (retired), Robert B. Taylor, and Tim Slayton (early retired)
• 33-year members: Gary Davenport (retired), David Holt, Cecil Hikes (retired), and Johnny Campbell
• 32-year members: David Melketi (retired), Donnie Stroud, and David Walker
• 31-year members: Donald Grant, Jeff Dickey, Wayne Markham, Kenneth Meadows, and Robert Hines

It looks like the major push will start across the Gulf Coast in the Petro-Chem industry.
By James Rowland, Business Representative

THE PRICE OF NATURAL GAS in the United States is at a level where it is cheaper for manufacturers to produce products inside the U.S. than to outsource to other countries with cheaper labor forces. Because of this, the abundant supply, and with the chemical and refining industry along the Gulf Coast, there has been an explosion of expansions in the Houston area. I’ve provided some information below about a few of the projects:

• Exxon Mobil Corp. plans a multibillion-dollar upgrade of its facility in Baytown, Texas. Some of the ground work has already begun. They have filed applications for permits with the U.S. Environmental Protection Agency and the Texas Commission on Environmental Quality to build an ethane cracker at the Baytown complex, and two high performance polyethylene lines at its nearby plastics plant in Mont Belvieu. Once permits are approved, work on the plant could take about three years and the facility is expected to be operational by the end of 2026.

• The Baytown steam cracker would handle up to 1.5 million tons annually and provide 650,000 tons of feedstock for the new lines at the Mont Belvieu plastics operation. “The project is going to be an expansion of our Baytown project, which is already the largest integrated refining complex in the country,” said Steve Pryor, president of ExxonMobil Chemical Co. in an interview published by the Houston Chronicle. “It builds on our strengths as an integrated petrochemical company and will take advantage of all the shale gas that is coming on.” Exxon Mobil’s Baytown complex, covering five square miles, is already the largest in the nation. Its refinery can process up to 584,000 barrels of crude oil per day and it houses two chemical plants that produce rubber and plastics as well.

• Chevron Phillips Chemical Co. is studying the potential expansion of its Normal Alpha Olefins (NAO) capacity at its Cedar Bayou Chemical Complex in Baytown, Texas. The company is targeting at least a 20-percent capacity increase in a phased approach. Construction is expected to begin in the first quarter of 2024 and would be completed in the fourth quarter of 2025. “This study echoes Chevron Phillips Chemical’s strong commitment to the NAO business and to meeting the growing demand of our cus-tomers,” said Mitch Eichelberger, general manager of NAO and polyalphaolefins for Chevron Phillips Chemical, in an article on Business Wire. “In addition, this proposed expansion has great synergy with the 1-hexene plant currently being built at our Cedar Bayou complex.” Earlier in 2012, Chevron Phillips Chemical began construction of the world’s largest on-purpose 1-hexene plant, capable of producing up to 250,000 metric tons per year at its Cedar Bayou complex. This project is anticipated to start up during the first half of 2014.

• Dow Chemical will expand two of its performance plastics franchises at its Freeport complex and two of its performance plastics franchises in Plaquemine, La. It is not surprising that Dow chose Freeport and Plaquemine for the locations of its expansions as both of the locations are major hubs for company operations and both are undergoing other expansion projects. In fact, all of the expansion projects at the plant fall under Dow’s planned $4 billion petrochemical expansion along the Gulf Coast. This plan, which was launched to take advantage of cheap shale gas that Dow can use as feedstock, also in- cludes an ethylene cracker in Louisiana, a propylene production facility in Freeport, a new ethylene unit in Freeport and other Louisiana expansions. Dow said the new performance plastics units alone will employ up to 3,000 construction workers.

As you can see there is a huge potential for millwright work in the Gulf Coast region. The SSMRC is currently working on recruiting membership and updating or developing advanced training so we can meet the labor demands with good union millwrights.

By Mike Hines, Business Representative

The price of natural gas in the United States is at a level where it is cheaper for manufacturers to produce products inside the U.S. than to outsource to other countries with cheaper labor forces.

The SSMRC recognizes that more is being required of our members and their training background. Every Training Director and every Business Representative from around the Council, along with contractors from all 11 states and the International Training Center has teamed up to develop curriculum for apprentices and journeymen to meet the needs of the industry. Some of these classes include rigging, pumps, compressors, alignment, and optical alignment. These classes, along with the others that our training facilities offer, give both our members and the contractors we have partnered with the edge we need to gain market share along the Gulf Coast, from Texas to Alabama. We must be prepared for the explosion of work we are likely to see in the next five to ten years.

If you are interested in working in the Houston area and along the Gulf Coast, you must get your training and get your credentials. If you have questions concerning training and what you may need, contact your local Business Representative. Our website, www.southernstatesmillwrights.org/training also has some key information. For information regarding obtaining your TWIC card, refer to the article on page 26 or call 1.855.347.8371.

We had several jobs that awarded us steady work and gave our members and their families the financial security they deserve.

Looking back on 2013, we can see that it was a good year. We had several jobs that awarded us steady work and gave our members and their families the financial security they deserve. For the Houston area and all along the Gulf Coast, 2014 is promising us opportunities that will easily surpass what we had this past year.

Two things are happening that directly benefit us: The petro-chemical industry is opening up like we haven’t seen in several years; and there will be a shortage of skilled workers during this same time. This puts the odds greatly in our favor. Not only do we have the available manpower to fill this void, but we have the best trained workers available. This puts Local 2232 and the Southern States Mitch Wright Regional Council (SSMRC) in a position for success. If we plan on taking advantage of these opportunities, we must be willing and we must be ready.

It is a known fact that our industry is ever-changing, and the petro-chemical industry is not exempt from the changes in technology, development, and environment that gives us the challenge of keeping ahead of these changes to continue to advance in the marketplace. There are also changes in what is being demanded by owners of contractors and members who work in their facilities. There was a time when one needed to simply show up with a complete tool box, be able to pass a preliminary drug test, and watch a short site-specific film. This is no longer the case. We need to be aware of the things that are changing so that we keep ourselves in a position of availability. The SSMRC recognizes these changes and is already taking steps to accommodate.

Mandatory, pre-employment drug testing is becoming more prevalent and more in-depth. In addition to traditional methods, many facilities are requiring hair follicle testing as well. While these may be more accurate and more reliable, it is also more expensive. Local 2232 and the SSMRC have helped to overcome these costs by diverting money through negotiations to the Health and Welfare funds to cover these costs to our members and contractors. This makes us more cost efficient and makes our members more easily employable.

More and more places are now requiring more credentials to work. Background checks are more comprehensive and most places are requiring a TWIC (Transportation Worker Identification Credential) card. Not only are TWIC cards being used for admittance, but they are also being used as means for checking in and out. For apprentices and facilities requiring these, even a class C misdemeanor may prevent you from working these jobs. Just the background checks could cost $50 x $120 per worker. In an effort to make employment as seamless as possible, Local 2232 is covering these costs. We are also educating members on how these changes may affect them. Members are becoming knowledgeable on the procedures in getting these credentials and the importance of them.

It is common knowledge that we must have our training up-to-date before going onto a job requiring that training. Now, site specific training is becoming required more often and the worker must have his documentation on hand. Some facilities are even requiring journeymen and supervisors to present a resume to verify the qualifications of these individuals.

The SSMRC recognizes that more is being required of our members and their training background. Every Training Director and every Business Representative from around the Council, along with contractors from all 11 states and the International Training Center has teamed up to develop curriculum for apprentices and journeymen to meet the needs of the industry. Some of these classes include rigging, pumps, compressors, alignment, and optical alignment. These classes, along with the others that our training facilities offer, give both our members and the contractors we have partnered with the edge we need to gain market share along the Gulf Coast, from Texas to Alabama. We must be prepared for the explosion of work we are likely to see in the next five to ten years.

If you are interested in working in the Houston area and along the Gulf Coast, you must get your training and get your credentials. If you have questions concerning training and what you may need, contact your local Business Representative. Our website, www.southernstatesmillwrights.org/training also has some key information. For information regarding obtaining your TWIC card, refer to the article on page 26 or call 1.855.347.8371.

Local 2232
By Mike Hines, Business Representative

Local 2232
By James Rowland, Business Representative

The package plan has a multibillion-dollar upgrade of its facility in Baytown, Texas. Some of the ground work has already begun. They have filed applications for permits with the U.S. Environmental Protection Agency and the Texas Commission on Environmental Quality to build an ethane cracker at the Baytown complex, and two high performance polyethylene lines at its nearby plastics plant in Mont Belvieu. Once permits are approved, work on the plant could take about three years and the facility is expected to be operational by the end of 2026.

The Baytown steam cracker would handle up to 1.5 million tons annually and provide 650,000 tons of feedstock for the new lines at the Mont Belvieu plastics operation. “The project is going to be an expansion of our Baytown project, which is already the largest integrated refining complex in the country,” said Steve Pryor, president of ExxonMobil Chemical Co. in an interview published by the Houston Chronicle. “It builds on our strengths as an integrated petrochemical company and will take advantage of all the shale gas that is coming on.” Exxon Mobil’s Baytown complex, covering five square miles, is already the largest in the nation. Its refinery can process up to 584,000 barrels of crude oil per day and it houses two chemical plants that produce rubber and plastics as well.

Chevron Phillips Chemical Co. is studying the potential expansion of its Normal Alpha Olefins (NAO) capacity at its Cedar Bayou Chemical Complex in Baytown, Texas. The company is targeting at least a 20-percent capacity increase in a phased approach. Construction is expected to begin in the first quarter of 2024 and would be completed in the fourth quarter of 2025. “This study echoes Chevron Phillips Chemical’s strong commitment to the NAO business and to meeting the growing demand of our cus-tomers,” said Mitch Eichelberger, general manager of NAO and polyalphaolefins for Chevron Phillips Chemical, in an article on Business Wire. “In addition, this proposed expansion has great synergy with the 1-hexene plant currently being built at our Cedar Bayou complex.” Earlier in 2012, Chevron Phillips Chemical began construction of the world’s largest on-purpose 1-hexene plant, capable of producing up to 250,000 metric tons per year at its Cedar Bayou complex. This project is anticipated to start up during the first half of 2014.

Dow Chemical will expand two of its performance plastics franchises at its Freeport complex and two of its performance plastics franchises in Plaquemine, La. It is not surprising that Dow chose Freeport and Plaquemine for the locations of its expansions as both of the locations are major hubs for company operations and both are undergoing other expansion projects. In fact, all of the expansion projects at the plant fall under Dow’s planned $4 billion petrochemical expansion along the Gulf Coast. This plan, which was launched to take advantage of cheap shale gas that Dow can use as feedstock, also in- cludes an ethylene cracker in Louisiana, a propylene production facility in Freeport, a new ethylene unit in Freeport and other Louisiana expansions. Dow said the new performance plastics units alone will employ up to 3,000 construction workers.

As you can see there is a huge potential for millwright work in the Gulf Coast region. The SSMRC is currently working on recruiting membership and updating or developing advanced training so we can meet the labor demands with good union millwrights.

The millwright work for these projects is in the near future, so if you know someone who would make a good millwright, and a strong millwright, have them contact your business representative.
Jobs, make sure to check your rigging card to make sure it has the spring. promises to be smooth. If you plan on working these should start back in a couple of weeks. The turbine outages in Plant in Palatka that just demobilized until the parts return. It a three-week outage in February, with the other mills having going on from Brunswick to Palatka at the different paper mills. The middle of outage season in Florida and there are short outages will continue to be so. We are in the summer due to normal outage season fluctuation, but has really picked up right now and the future looks very promising. Work is good for Local 2411 right now and the future looks very promising. Work was slow this summer due to normal outage season fluctuation, but has really picked up right now and the spring will continue to be so. We are in the middle of outage season in Florida and there are short outages going on from Brunswick to Palatka at the different paper mills. The paper mills will usually schedule their spring outages at about the same time and Rayonier in Fernandina plans to have a three-week outage in February, with the other mills having 7-10 day outages. Please keep in mind that Rayonier requires an OSHA card that is no more than three years old. There is an outage at the Florida Power and Light Putnam Plant in Palatka that just demobilized until the parts return. It should start back in a couple of weeks. The turbine outages in the spring promises to be smooth. If you plan on working these jobs, make sure to check your rigging card to make sure it has looked at it and said, "This all you got from the Union?" Mr. Spaulding stood up, took the card, and walked over to the back door and said: "Come here. You see them four wheelers you like to ride, see those old cars you like to drive, see this house you live in?" As he started shaking the card at his grandson, "That’s what this Union has got me and if you’re smart when you get out of school you’ll go down and hope they give you a chance to be a member. God Bless the Millwrights and God bless the UBC!" I tell you this story to inspire and prompt you to ask yourselves, "Do I feel that way?" We should all have this sort of enthusiasm about our union and the things it has done and can do for us and our families and our communities. This is the attitude that drives a better union. This is the attitude that shows the world and our competition the pride that we have. Everyone realizes that, when someone has pride in their work and is happy with their employer, they make for a better worker. A better and more productive worker is who we are. That’s our identity within the construction industry. Let’s take a cue from Mr. Spaulding and the others like him out there that show that much enthusiasm. Let’s show the world our pride and the drive we have. Let’s be a better worker and grab our share of the market! We, as a group, must always strive to put our best foot forward in work skills and training. BROTHERS AND SISTERS, our Council was formed a short three years ago. We continue to move forward with a mission: We are looking at every operation and measure it by one simple rule - does it help us grow or hold us back? If it helps us grow, creates opportunities for our members, and strengthens the union, we will capitalize on it. We learned that we need to continue to train to make ourselves to be more knowledgeable and a better worker. Even when the economy drops off, we need to take those training classes! Keep your training up-to-date! Be ready for your next opportunity. Our council is continuing our emphasis on training by offering compressor training at the Houston Training Center. This is to take advantage of the increase in the petro-chemical work along the Gulf Coast, from Texas to Florida. We also have paper mill classes being offered at the different training centers around the Council. Go visit the Council web site, www.southeasternstatesmillwrights.org, to find the schedule and where the classes that you need are being presented at any given time.

Local 2411
By Paul French, Business Representative

I would like to share this little story with my brothers and sisters: I recently visited the home of one of Local 2411’s member’s home, Drewy Spaulding, who was a superintendent for contractor Milton J. Wood for several years. The reason for my visit was to present Mr. Spaulding, who is now 84 years old, with his 50 year pin and his Gold Card. 50 years of service with the Brotherhood is an outstanding achievement that is awarded with Honorary Member status. With his family surrounding him, I presented him with his pin and Gold Card. He proudly passed the card around to the family for them to see. One of his grandsons looked at it and said, “This all you got from the Union?” Mr. Spaulding stood up, took the card, and walked over to the back door and said: “Come here. You see them four wheelers you like to ride, see those old cars you like to drive, see this house you live in?” As he started shaking the card at his grandson, “That’s what this Union has got me and if you’re smart when you get out of school you’ll go down and hope they give you a chance to be a member. God Bless the Millwrights and God bless the UBC!”

Here are the results of a survey that was given to the members last year about training. The responses were as follows:

- 61% said that they are interested in training
- 78% said that they are interested in staying current with their skills
- 80% said that they are interested in learning new skills

We are a skilled workforce and we must continue to learn new skills to stay competitive. The best way to do this is through training. The Council has worked hard to provide training opportunities for our members. We have a variety of courses available, including computer, safety, and job-specific training. We also offer scholarships to our members to help them pay for training.

I would like to encourage everyone to take advantage of these training opportunities. Training is an investment in our future and it is important for us to continue to develop our skills. Let’s work together to make our union strong and to make our work safe and rewarding.

BROKER TRADING REPORTS

Training Reports

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

I am proud to announce the construction of a new training facility. The project consists of a $2.5 million dollar facility located at 40 Telfair Place, Savannah, Georgia. The Southeastern Carpenters Training Trust (SECTT) would like to thank Carpenter Local 256 for the donation of 1.3 acres which enabled the construction of the proposed project. The construction plans for the new training center were designed by the architectural firm Kern-Coleman & Co. LLC from Savannah, Georgia, and the building was constructed by AirCo Power Services. The new facility will have all the most up-to-date equipment and training aids. Larger classrooms will enable SECTT to increase the number of members seeking training. Southeastern Carpenters Training Trust would like to thank all our signatory contractors for their apprenticeship contributions, which enabled the construction of this new and expanded facility. Education and training of our millwright and carpenter apprentices as well as our journeymen members are our primary goals. Only through continued educational training developed by the Carpenters International Training Center will our members be able to compete in this ever changing construction market. We, as a group, must always strive to put our best foot forward in work skills and training.
Arkansas & Oklahoma
By Edward Wright, Training Director

IT IS HARD TO BELIEVE ANOTHER YEAR is about to come to a close already. This has definitely been a busy time for all of those at the AR/OK Carpenter’s Apprenticeship Training Center in Russellville, Arkansas. Due to the high, ever changing, demand of remaining at the top of our skill levels, there is a necessity of keeping all of our union millwrights educated with the newest technology.

All of the six main training facilities across our 11 southern states purchased new Vibralign Lasers. The new Fixturlaser NxA Pro from Vibralign is a laser-based shaft alignment tool that utilizes the latest technology in digital signal processing, as well as other innovations, to provide faster and even more intuitive operation, but with advanced functions and capabilities. The new Fixturlaser NxA Pro alignment system replaces the Fixturlaser XA Professional system, incorporating numerous innovations and improvements. The innovations start with a new display unit with a 6.5-inch touch screen with video-game style realistic graphics, and includes a completely redesigned set of transmitter/detectors.

A MEMS (micro-electromechanical systems) gyroscope in the display unit powers the new Omni View function. With Omni View, the screen display changes in real time to always show the machine being aligned from the same viewing angle as seen by the operator, i.e., the system logs the user’s position and keeps track of it in relation to the machine. No other laser alignment system can do this. We are very excited about our new Vibralign lasers, and greatly appreciate and want to acknowledge Dennis Donahou, EST, and the SSIMRC, to help make this happen.

In November, all the millwright instructors will take a Train-the-Trainer course at Kennesaw, Georgia. With all training centers throughout the southern district having the same training and equipment, it will greatly increase our members’ productivity for all contractors. This course was put on by Vibralign. I want to extend a special thank you to Dickie Bone, Training Director for the Southeastern Carpenter Training Trust Fund, for hosting this seminar.

Due to the high, ever changing, demand of remaining at the top of our skill levels, there is a necessity of keeping all of our union millwrights educated with the newest technology.

Florida
By Gary Cothron, Training Director

THE FLORIDA TRAINING DEPARTMENT is celebrating the success of 2013. The summer training schedule is over and we are pleased with the turnout of members that came in and upgraded their skills. We were busy with the apprenticeship contest as well as upgrading our own skills in the off season. The winter training schedule was released in late November, so look for it on the Council website.

We have been working with our hometown contractors to focus our efforts on taking over the rotating equipment that the non-union has a big hold on. As in most industries around the country, the phosphate industry has special training that you must have to work in their plants. We are working hard at providing that training, as well as getting “out of the box” and looking for ways to give our contractors an edge when they hire new members.

We now have our contractors give site-specific training at the same time we give safety training in our training center. This will save the contractors one man-hour per member the first time the member goes to a job. We have several big turnarounds coming up that will require over 50 millwrights; this will save our contractors 50 man-hours at sign-up. This is a way to help our contractors to stay competitive in this line of work. This is over and above the skills and attitude our members bring to the job site every day. We all need to be conscious of every hour we put in on the job and at our training centers to help give our contractors the ability to bid the work we need to corner this market. On another note, everyone should have received their new training card in the mail by now. If you haven’t, contact your training center and we will see if you have a good address on file.

We still have members who are failing to get and maintain their training cards. Be extra diligent about two cards in particular: Rigging and Forklift / PITO. These classes have a refresher class every 3-4 years. It is important to get these classes refreshed before it runs out or it will cost you jobs. We do our best to offer these classes every training cycle. Now that you have access to your training records, you need to make sure that your classes are up-to-date. Don’t wait until they run out.

Certified Welders are in big demand, so if you have certified welding papers, keep them active by making sure you get your 1039 (re-qualification papers) done every six months so you remain an active welder. For those who weld but are not certified, come in and let us help you get certified. It will make you more money in the long run. The Rigging Refresher has also been in high demand. Please remember that you must register two weeks in advance for these classes.
Training Reports

Louisiana
By Ray Calamari, Training Director

The Millwright Apprenticeship Training Program now offers daytime training at both the Baton Rouge and New Orleans Training Centers to help fit the standardization the Southern States Millwright Regional Council (SSMRC) is putting in place for the training program. The SSMRC adopted a standardized core curriculum for apprenticeship training. Training hours for apprentices has expanded to 200 hours per year. Also, the training departments, collectively, are developing a Council-wide effort to have the same name for all training classes. This will simplify adding the classes that a member has taken intoTRAIN and will also make it more streamlined in searching for classes on the Council website (www.southernstatesmillwrights.org/Training).

In Louisiana, we are in the process of purchasing tools and props to conduct the UBC Pump Repair course. This training course will be needed for our members to hone their skills and productivity for upcoming projects in the petro-chemical industry across the Gulf Coast over the next five years. We also will be conducting laser alignment training. The SSMRC has assisted the training program in purchasing new Vibralign lasers. The UBC has introduced training courses that enable our members to learn the skills and procedures to increase their knowledge and to be safe and productive in the workplace. We encourage our members to get their TWIC card and Millwright Qualification. Please contact your local training center or go online to www.southernstatesmillwrights.org/Training to enroll in any training classes you may need. Local 729 Business Representative Kevin Curley and my staff have attended several career fairs to recruit potential millwrights. Over the last three months, we have been able to talk to many potential new members at these fairs. We are getting great feedback and these young men and women talk to show great interest in what we do as a trade and as a union. We continue to work with the Louisiana Technical Colleges after attending these career fairs this fall. We established relationships with Veterans Representatives in different parishes around the state. If any of our members have relatives or friends who might be interested in a millwright career, please have them contact the training center to schedule an interview.

The 3rd Year Apprentice Program was held in May and October at the International Training Center Las Vegas, Nevada. I would like to thank Travis Atkins, Christine Barton, Jason Coleman, Samuel Duckworth, Jr., Rayne Granger and Fleet Wallace, III for attending. These individuals represented Local 729 and our apprenticeship program very well. Congratulations are in order for Jaye Hebert, Broderick Lancaster, Joshua Pilant, and Cody Sholmire who successfully completed their apprenticeship this summer. These men will be a great asset to the millwright trade. Special congratulations go to Jaye Hebert, who represented Louisiana in this year’s Southern District Apprenticeship Competition in Houston, TX. Lastly, I am pleased to announce the Central South Carpenters Regional Council has broken ground on our new Training Center located in Metairie, LA. The building will be complete in approximately three months after bid and notice to proceed. The facility will have approximately 6,000 square feet of finished area for offices and classrooms. In addition, we will have a modern computer lab to accommodate our PowerSafe and Nantel training. We plan to have a formal open house sometime in the summer of 2014.

In other news, TVA developed a “Train the Trainer” course to enable individual crafts to deliver TVA Rigging Gap training directly to their members. Currently, we have Senior Coordinator Mike Valentine and Coordinator Joel Scott qualified to deliver this training. The TVA Gap training requires an additional 32-hours of training over and above our UBC rigging training. We have delivered several of these classes and expect higher demand in the near future. TVA requires their gap training in order to rig on TVA projects. This is yet another example of how the training departments of the SSMRC is a driving force in today’s construction marketplace. We are willing and able to take the extra step to make sure that the millwrights we put out into the field are the best trained and can adapt to any need.

The Mid-South Training Department also wishes to announce our latest addition to our full-time staff. Adam Brooks was hired in August as a millwright instructor at our Moss Point, MS facility. Adam is a member of Local 1192, where he served his apprenticeship in the North Alabama Training Center. We welcome Adam aboard and I am confident he will be a valued asset to our training department. Adam is replacing long-time Millwright Coordinator Charlie Day, who retired in July. Former Coordinator Day served the training department for many years and we wish him the best in his retirement.

In closing, the Mid-South Training Department was, until recently, the only training department within the Council that did not offer weekly/daytime apprenticeship training. However, our fund trustees approved millwright daytime apprentice training implementation in the March meeting. We have conducted the new training format, as a pilot, in the Moss Point/Vicksburg programs in efforts to fine tune scheduling and curriculum. We have developed schedules for the remainder of our programs and expect full implementation in January 2014.

Mid-South Regional Council
By James Hulsey, Director

The Mid-South Training Department acquired a long awaited new training facility near Birmingham, AL. The building is located on Commerce Drive in Pelham, AL close to a major Interstate highway and has a prominent visual presence. However, the building needs to undergo substantial renovations to insure it will be a “state-of-the-art” modern facility that will meet all of our training needs. Our architect has been developing design and construction drawings over the last three and a half months and in a recent Trust Fund meeting, he noted the drawings are scheduled for completion by Oct. 15, 2013. Construction should be complete in approximately three months after bid and notice to proceed. The facility consists of approximately 27,500 square feet located on 2.8 acres. The building will have approximately 6,000 square feet of finished area for offices and classrooms. In addition, we will have a modern computer lab to accommodate our PowerSafe and Nantel training. We plan to have a formal open house sometime in the summer of 2014.

In other news, TVA developed a “Train the Trainer” course to enable individual crafts to deliver TVA Rigging Gap training directly to their members. Currently, we have Senior Coordinator Mike Valentine and Coordinator Joel Scott qualified to deliver this training. The TVA Gap training requires an additional 32-hours of training over and above our UBC rigging training. We have delivered several of these classes and expect higher demand in the near future. TVA requires their gap training in order to rig on TVA projects. This is yet another example of how the training departments of the SSMRC is a driving force in today’s construction marketplace. We are willing and able to take the extra step to make sure that the millwrights we put out into the field are the best trained and can adapt to any need.

The Mid-South Training Department also wishes to announce our latest addition to our full-time staff. Adam Brooks was hired in August as a millwright instructor at our Moss Point, MS facility. Adam is a member of Local 1192, where he served his apprenticeship in the North Alabama Training Center. We welcome Adam aboard and I am confident he will be a valued asset to our training department. Adam is replacing long-time Millwright Coordinator Charlie Day, who retired in July. Former Coordinator Day served the training department for many years and we wish him the best in his retirement.

In closing, the Mid-South Training Department was, until recently, the only training department within the Council that did not offer weekly/daytime apprenticeship training. However, our fund trustees approved millwright daytime apprentice training implementation in the March meeting. We have conducted the new training format, as a pilot, in the Moss Point/Vicksburg programs in efforts to fine tune scheduling and curriculum. We have developed schedules for the remainder of our programs and expect full implementation in January 2014.
2014 IS PROMISING TO BE A BIG YEAR for the Southern States Millwright Regional Council. Some studies show that it may be difficult to find skilled workers to fill the manpower demands we are going to encounter.

It has been stressed by the Training Departments and the Business Representatives how important it is to have all of your training up-to-date and make sure that any credentials you possess have not expired. If you do not have these credentials, you must get them in order to be employed. Being employable not only helps you and your family, but also your fellow union members. We need to make sure the SSMRC has enough skilled workers to meet this demand and that means each member being fit to go out on a job at any time.

Part of being employable and having all of your credentials up to date is having your Transportation Worker Identification Credential (TWIC) card. Outages in the petroleum and chemical industries and many other jobs along the Gulf Coast are requiring TWIC cards. The TWIC web site describes the program as an “identification credential for all personnel requiring unescorted access to secure areas of facilities and vessels,” identified by the Maritime Transportation Security Act.

Those required to have a TWIC card includes port facility workers, long shore workers, truck drivers, and construction workers.

“Anyone who has an interest in working in the petro-chemical industry should get their TWIC card,” said UBC Vice President Doug Banes. Local 2232 Business Representative, Mike Hines, said that, “We have a Local with more than 900 members and most have the credential, but we are seeing that millwrights coming from other areas don’t have it. They aren’t applying until they’re assigned, and coming from other areas don’t have it. They aren’t applying until they’re assigned.”

The commitment to advance our knowledge of technology is never more apparent.

Got TWIC?

Remembering Dennis Thompson

The SOUTHERN STATES MILLWRIGHT REGIONAL COUNCIL lost a friend in 2013 with the passing of Dennis Thompson. Dennis, 41, passed away July 18, 2013. He was a proud member of Local 1192 for 11 years and was known as a hard worker, a leader, a friend, and a family man. Dennis showed his leadership not only on the job site, but within his local as well.

He was one of the founding delegates of the Southern States Millwright Regional Council and worked hard from its inception in September 2010 to make sure that he was helping to create a prosperous, well-run council. He represented his Local well and helped make sure that the members of his Local were well informed on the inner workings of the Council.

When friends were asked about Dennis, the trait that is always mentioned is his positive attitude. Friends say that they never saw Dennis in a bad mood and could always make those around him smile. His attitude and dedication will be missed by all. He lived with his wife and their children.

The staff of the SSMRC wishes all members and their families the brightest of holidays and a happy, prosperous new year.

UBC General President Doug McCarron (left) spends time with Dennis Thompson (right) at a 2013 SSMRC meeting.