Wayne Jennings Elected Executive Secretary-Treasurer

In an unanimous vote recently, delegates of the Southern States Millwright Regional Council elected Mr. Jennings as its new Executive Secretary-Treasurer (EST). Mr. Jennings is the second EST for the Council. He replaces founding EST Dennis Donahou, who was recently promoted to Vice President of the Southern District of the United Brotherhood of Carpenters. Mr. Jennings was formerly a Business Representative of Local 1559.

There he played a key role in transforming the Local into a fiscally sound organization that is in high demand to provide skilled millwrights to a variety of industries. Continued on page 35

SSMRC’s Dennis Donahou Takes the Reigns as UBC Southern District Vice President

Dennis Donahou, one of the most respected figures in the Southern labor industry, is now Vice President of the United Brotherhood of Carpenters and Joiners of America’s Southern District. Mr. Donahou, a native and resident of Arkansas, was first appointed to the post this past summer, following the retirement of Mr. Danny Maples of Tennessee, who served as UBC Southern District Vice President for 11 years. Continued on page 3
At the SSMRC council meeting on August 8, 2013, council delegates unanimously elected me to fill the role of Executive Secretary-Treasurer (EST), a seat vacated by Dennis Donahou when he was named Southern District Vice-President for the United Brotherhood of Carpenters. I am very proud of—and humbled—that the delegates placed their confidence in my leadership as our Council’s next EST.

I have been a part of this Council since it was formed in September 2010. I would like to express gratitude for the support I received during these last five years. It was an honor to be the Business Representative for Local 216, the millwrights, the builders, and the SSMRC. The SSMRC has always been a great organization to work for and it is a great organization to serve.

The EST position is the second successive EST position for the Southern States Millwright Regional Council. The first person to hold the position was Dennis Donahou. He was named the Southern District’s EST in 2010 and then went on to become the UBC Southern District Vice-President. I am honored to have the chance to follow in his footsteps.

The SSMRC has a long history of leadership that has been passed down from one EST to the next. Mr. Donahou was Executive Secretary-Treasurer of the Southern States Millwright Regional Council for nearly two decades before being named as the Southern District Vice-President. He was the Council’s EST for several years before being elected to the Southern District leadership role.

Mr. Donahou was Executive Secretary-Treasurer of the Southern States Millwright Regional Council for nearly two decades before being named as the Southern District Vice-President. He was the Council’s EST for several years before being elected to the Southern District leadership role. During his tenure as EST, Mr. Donahou worked to build a strong and successful organization. Under his leadership, the SSMRC expanded its membership, increased its market share, and improved member services. The Council also gained numerous signatory contractors and expanded its geographic reach.

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The goal of gainin...
Continued from page 1

UBC General Convention Illustrates How We All Build Strong

Energy was highest on the third day of the Convention, when delegates elected General President Douglas J. McCarron and the rest of the McCarron Team to a new five-year term. Along with General President McCarron, delegates re-elected Doug Banes as General Vice President and Andy Silins as General Secretary-Treasurer. Also on the McCarron Team and elected to five-year terms were: Mike Capelli, Eastern District Vice President; Dennis Donahou, Southern District Vice President; David Tharp, Midwestern District Vice President; Phil Newkirk, Western District Vice President and Jim Smith, Canadian District Vice President.

Frank Spencer was elected to Second General Vice President, a position which was reinstated by the members through a constitutional amendment on the first day of the convention. Newly elected Eastern District Vice President Mike Capelli was elected to that position, which was vacated by Frank Spencer.

Donahou, Tharp, and Newkirk each earned five-year terms for positions which they already held.

It’s All About the App!

The UBC is known for keeping pace with technology, and the determination to remain on the forefront of progress was clear at the Convention. Delegates were given iPads loaded with a customized app loaded with all convention documents, resources, maps and critical materials to conduct the business at hand.

The UBC saved an incredible amount of money by not having to print all of that material, not to mention giving a formidable nod to protecting the environment by eliminating all of that paper usage.

Another innovation at this year’s Convention was the interactive scanner, also found within the app. Delegates used the scanner for the “UBC Interactive” icon on posters, banners, and other displays throughout the Convention site. This UBC interactive scanner technology brought to life information about that specific subject. To see what the delegates experienced, you can now download the app and the various interactive targets. Go to https://www.carpenters.org/interactives.pdf to download the material.

Now you, too, can experience the UBC Convention app. Just go to the Google or Apple app store and search for “UBC2015” to get the download.

Southern Millwrights Well Represented at UBC Convention

Representing the Southern States Millwright Regional Council also took to the stage or served in various active roles throughout the four-day convention:

Executive Secretary-Treasurer Wayne Jennings, Local 1192, served on three committees: Contracts & Jurisdiction, Credentials, and the General President’s Re-Election Committee.

He also formally seconded the motion to re-elect the McCarron Team. Additional SSMRC staffers who were selected to serve on Convention Committees or in official capacities were:

- Chief of Staff Rick Halford, Local 216 — General Executive Board Committee
- Louisiana Training Director Ray Calamari, Local 729 — Apprenticeship & Training Committee
- Business Representative David Bonds for Local 1421 — Grievances & Appeals Committee
- Business Representative Kevin Curley for Local 729 — General Secretary-Treasurer’s Committee
- Business Representative Mike Hamilton for Local 1263 — Health & Welfare Committee
- Business Representatives Mike Hines (Local 2232) and Paul French (Local 2411) served as whips
- Business Representatives David Park (Local 1554) and Cliff Tucker (Local 1000) served as wardens.
- SSMRC Communications Director Derek Donahou, who oversees the council web site, newsletter, and email news program, was selected to serve on the Convention Communications Team, which reported on the convention news, events, and features for daily newsletters and the convention app.

The Convention’s theme—Building Strong / Leading the Way—couldn’t have been more appropriate, and not just as a description of the UBC in general, but because of how well our Southern Millwrights were represented, specifically. Our Council is well positioned to be a leader the southern construction industry over these next five years, and beyond. We are in this position because of the talent and positive attitudes of our members.

It was an honor to be part of the SSMRC-delegation at the Convention, and a higher honor to represent our members. Thank you for your work and keep it up—we have a reputation to protect!
Jobsite Leaders are Made Here

T his is a list of leaders: Southern Millwork men and women trained through a formal leadership program in skills that make jobsites more productive, safe, and efficient. Some were trained when they were 3rd year apprentices; others as journeymen. A good number of them graduated from both courses.

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

In the UBC Journeys: Building a Strong Foundation training, Journeymen develop leadership, mentoring, coaching, and communication skills, and learn to engage with newcomers and leaders by example, while building positive working relationships. Congratulations to these leaders for setting the tone on our jobsites and helping to ensure that SSMRC’s signature mentoring, coaching, and training, Journeymen’s industries served, and the contractors who employ them.

3rd Year Apprentice Leaders
John Allen
Ronald Atcherson
Kyle Atwood
Anthony Atwood
John Atwood
Robert Atwood
Robert B.
Mark Bayon
Ronald Barnett
Robert Carles
II
Kory Busch
Craig Buckhanon
Anthony Buchanan
Aaron Bryant
Yohannan Brunson
Robert L. Boshears
Dennis Bolin
Adam Bledsoe
Braxton Bitner
Matthew Benthal
David Beasley, Jr.
Micah Andrew Bean
Robert Barnett
Dennis Bolin
Adam Bledsoe
Braxton Bitner
Matthew Benthal
David Beasley, Jr.
Micah Andrew Bean
Robert Barnett

Journeymen Leaders
Lloyd Aren
Chris Allington
Leonard Ancilotta, III
Carolyn Ansin
John Johnson
Steven Spotz
David Baker, Jr.
Philip Wilkes
Christopher Miller
Robert Miller
Carl S. Mitchell, III
Benjamin Miller
Kyle Modern
Michael Mosley
Michael Naef
Joseph Ryan Nations
Beth Newnan
David Nichols

Steve Nance
Kale Ogdental
Charles Ray Sklar
Susan Ottman
Kevin O’Rourke
Gordon Pollard
Brian Prior
Michael Collins
Lori Coper
Leukie Caldwell
Jeffrey Colby
Myerson (Steve) Coker
Ronald Comer
Marshall Courter
Michael Culbert
Charles Culbertson
Charles Cunningham
Robert B. Daniels
Robert W. Daniels
Jared Darby
James Darby

Anne Duford
Jennifer Duvall
Kyle Echols
Brandon Edmonds
Kevin Edmond
Lindsey Edge
Luna Ejler
Dane Elkins
Paul Ennis
Brad Ennis
Anthony Estevan
Ryan Estill
David Estey
Jared Evans

April Evans
Benjamin Jacobs
Brad Johnson
Jonathan Eckard
Michael Edwards
Elizabeth Ellis
Karen Ellis
Jeffery Ellis

Tommy Ellis
Denise Ellsworth
Andrew Elting
Matt Jaramillo
James Bonner
John Bonner

Donny Brown
Jesse Carpenter
Charlottesville
James Carson
Ryan Carson

Andy Carano
Shawn Carrey
Pete Carr
Chris Carr

Chas Carver
Cindy Carter
Michael Cartwright

Steve Carver
Morgan Carver
John Carter
Jared Carver

Vince Carver
Jeffery Carlos
Mike Carson

David Carver
Gary Carroll

Joshua Carson

Trey Carson

On August 7, 1950, Richard Bone embarked on a career that he would carry with him for a lifetime. And now it carries him to the front of his union meeting to accept his 65-year pin from Local 1263.

“At 82 AND AFTER 65 YEARS OF SERVICE, the soft-spoken Mr. Bone talks proudly of his contributions to union millwrighting. When Mr. Bone joined the UBC in 1950, he was initially a carpenter out of Local 225. He spent four years in the Air Force, from 1953 to 1957, as a draftsman. When he returned, he did his first millwright work and that led him to being one of the founding members of Local 1263 when it was formed in 1960. A good example of Mr. Bone’s character is illustrated when asked about his time in the Air Force. He told me he was a draftsman, but turned the conversation to talk about how proud he is of his father, Guy Bone, who served in World War II. That sort of attitude is what he seems to live by, both during his daily life and as a union millwright.

When asked about his most proud accomplishment and contribution to the union, Mr. Bone doesn’t talk about the number of jobs he worked on or how he increased the market share at that time or other things he’s accomplished in his career. Instead, he wants to talk about his family and the fact that he brought so many of his family into the union. He talks about his brother Doug, who was a Business Representative. He mentions his cousins Billy and Robert Bone and his grandson Scott Bone. This is what he is most proud of. He is proud of all of his family who has brought him in to Local 1263. Then, he spends a little extra time talking about his sons Larry, Jason, and Dickie. It gives him a lot of joy knowing that this was, in part, for the things they were able to accomplish.

Dickie, who is now President of Local 1263 and the President and a founding delegate of the Southern States Millwright Regional Council (SSMRC), had the special honor of presenting his own father with his 60-year pin, and now the 65-year award.

Around the Council

On August 7, 1950, Richard Bone embarked on a career that he would carry with him for a lifetime. And now it carries him to the front of his union meeting to accept his 65-year pin from Local 1263.

“Dad was all about getting a job finished and doing it right,” Dickie Bone said. “Dad had 30 minutes for lunch, he took 30 minutes for lunch and not 31 minutes. If he had a 10 minute break, he took a 10 minute break. Dad had very little tolerance for being behind and having any task completed to standards less than perfect.”

Mr. Bone says that work ethic was taught to him by older members. He was taught to try to help out and do the best work he could possibly do. He was taught to “give a man a fair day’s work. Treat everyone fair and hope you get it back.” This is also what he wants to pass on to the younger members. He wants everyone to do a job the best they can and the best they know how to do.

Training is a hallmark of the SSMRC and Mr. Bone wants upcoming millwrights to know that training is what will keep strong. His advice: Never stop learning.

When he was an apprentice, he says that on-the-job training is all he had. There was no apprentice program like we have now today who are benefiting from his simple lesson of never stop learning.

“Members like Richard Bone are the backbone of not only their home local, but the Council and the UBC as a whole,” said SSMRC Executive Secretary-Treasurer Wayne Jennings. “Richard’s work ethic and willingness to pass on his knowledge has benefited countless millwrights.”

Many people look up to Mr. Bone and try to learn from a man who shrugs off his own accomplishments and instead talks about his family and the craft that he gave a long, successful career. Thanks to Mr. Bone, there are still millwrights in the field today who are benefiting from his simple lesson of never stop learning and do the best you can do, the best you know how.
The new portal provides educational materials and resources to teach future skilled workers the craftsmanship of welding.

By Training Director James Hulsey

THE SOUTHERN STATES MILLWRIGHT REGIONAL COUNCIL is in its fifth year as a single millwright council within the United Brotherhood of Carpenters, Southern District. The Southern District still has six individual Training Trust Funds due to the Training Trusts being administered by independent Labor/Management Trust Agreements. However, all Southern District Training Departments are working together toward the same common goals in millwright apprentice and journeyman training.

Since the SSMRC was established, we have been focused on the need of all training departments to be consistent in millwright training delivery within the Council. Before the SSMRC, all training departments were providing quality skill craft training, but training delivery differed in curriculum, schedules and requirements. However, now all training departments are all delivering the same core curriculum of training using a common 120-hour, per-year requirement.

All quarterly area training schedules are posted on the SSMRC website. SSMRC members may register and attend a class that is most convenient, providing class maximums have not been filled. However, Trust Fund training centers that service their respective local unions will give their members first priority in the class.

The implementation of standardized training and format may appear a simple process to achieve, but because of the many trust funds involved, it was an ambitious undertaking. The majority of Trustees on all funds had to approve the standardized format. Some trust funds were first reluctant to “sign-off” on the proposed millwright training format, but (then) EST Donohue attended the trust fund meetings of those funds that were not totally on board with the concept and convinced them to adopt the training formats. All funds are now in the second year of common millwright training.

Training Directors in the SSMRC meet quarterly to review progress in all the training programs. Goals, challenges, potential problems and successes are discussed to insure all training departments are delivering the quality millwright training for our members.

By Training Director Dickie Bone

AS THE WORKFORCE of qualified individuals in the construction trade begins to retire, the need for productivity in the millwright trade increases, new procedures, technology, and demands change and they develop quickly.

The top priority of the Southern States Millwright Regional Council is to increase the skills of our members, which enable them to do the best work on the job. This training not only helps our members, but our contractors. The Training Directors of the SSMRC want our members, our contractors, and our union to be successful through advanced training which increases safety, skills and productivity.

The UBC’s Southern District currently has 10 certified welding instructors. Each instructor has to complete an intensive training course through the American Welding Society to become a certified welding inspector. At the present time, the Southern District has 254 certified welders. We have 167 welding booths available for training. As the need for welders increases, our scheduled welding classes fill up quickly. Please visit our website, www.southernstatesmillwrights.org or call your local training department to register early for these classes.

We are proud to announce that the Lincoln Electric Company has a new online purchasing program where you can purchase premium brand products at very low prices while still honoring your local welding supplier. This is an ongoing program and not a one-time deal. Programs may purchase premium Excalibur 7018 welding electrodes for $1.00 per pound, freight prepaid, with a commission going to your local participating distributor. Lincoln also welcomes certified instructors to attend a one week welding training course for free at the Lincoln Electric welding school in Cleveland, Ohio.

As a participant in this program, the Southeast Carpenters Training Trust Fund (SECTT) has saved on welding rods and other consumable welding products. All products are purchased at a discount. Service is fast and freight is free. Lincoln Electric is also launching a new Education Resource and Purchasing Portal to educational institutions. The new portal provides educational materials and resources to teach future skilled workers the craftsmanship of welding. If your program wishes to inquire about this program call the SECTT office to get more information.

Education and advanced training provided by the UBC and the Southern States Millwright Regional Council enables our members to be the best workers on the job. Because of our advanced training our members can fill the contractor’s need for certified welders.

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When we abuse or take advantage of a benefit that is offered, we spend money that could be spent on a medical necessity for someone who truly needs help. This type of behavior can be devastating to a self-funded plan. For example:

- Individuals have their eye doctor prescribe sunglasses so they could abuse the benefit and get free sunglasses.
- Doctors are asked to prescribe large doses of ibuprofen so the participant can get a prescription and take one pill instead of purchasing ibuprofen at the drug store and taking two or three pills.
- Members request prescription medication when an over-the-counter drug might be all that is necessary.
- Using urgent care facilities versus family care practitioners. Although your co-pay may be the same, the price charged to your insurance or actively managing your insurance and your health.

It’s important to understand that insurance is a cost-sharing endeavor, not a pay-it-for-me solution. We all go to work and for our labor the contractors pay our negotiated wage and benefit package. A certain amount of our benefits are vested to an administrator who deposits that money into various accounts. Most of the money stays there and as you acquire it you know how much of your money is reciprocated back to others’ home funds.

We have various accounts that hold your money. Trustee, consisting of an equal amount of union members and employers, work with various administrators, attorneys, actuaries, and money managers to manage and provide the best possible benefit for the money we collectively accumulate.

Although your insurance card may say Blue Cross & Blue Shield, United Health Care, Cigna, or some other name of an established health care provider, the insurance that we have is a self-insured plan managed by your fellow employees. We pool our money together and when one of us has a medical expense, we pay a portion of that expense out of that pool of money.

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Wellness is a Benefit for Everyone

By Wayne Jennings, EST

This topic is everywhere: In the news, in casual conversation, at the union meetings and job sites, and probably at your home. Health and wellness.

What can you do and how can you contribute to ensure we have the best health and wellness possible for all members? There’s one simple answer—something anyone could control no matter what they are faced with.

Be a good steward.

I’m not talking about job site steward. I mean be a good steward of our health and wellness plans, such as making good decisions on how and when you use your insurance or actively managing your insurance and your health.

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Two industry experts join forces as Axs Mechanical Group Inc.

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two petrotech companies—S.T. Cotter Turbine Services Inc. and John Hawks—are teaming up to form Axs Mechanical Group Inc. (AMG), a millwright company specializing in industrial rotating equipment and reciprocating equipment for the petrotechnical industry.

Based in Houston, AMG also partners with the Southern States Millwright Regional Council (SSMRC), which is regarded as the safest and most productive labor resource in the country. They know their job is to keep a worksite operating smoothly and safely.

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For more information on AMG, visit www.AxsMechGrp.com or call (832) 449-6485. For more information on SSMRC, visit www.southernsatesmillwrights.org or call (417) 967-0639.
Around the Council

A Legend Retires:
Steve Cothron Hangs it Up After 42 Years

As we approach the end of another successful year, one
person’s influence remains, and that is the
leadership and drive of former Eastern Region Director,
Steve Cothron, who retired last December. Mr. Cothron is
one of the founding delegates of the SSMRC and its first
Eastern Region Director. Under his leadership since its founding in
2010, the SSMRC has grown tremendously in many ways.

For Mr. Cothron, union membership has truly been a family
affair. He claims family is the reason he joined and started
on his path to being a valuable millwright. He credits his brother, Andy, for being the biggest
influence in getting him started in the millwright
trade. Andy Cothron was, at that time, the
apprenticeship coordinator. Mr. Cothron said
that “Andy was a guiding force” for him and many
other UBC members. He started the first 160
hour per year apprenticeship program. He pushed training, productivity, and “pushed us to out-do
the other crafts.”

Another influence on Mr. Cothron’s career
was then Business Representative, Bill Jacobs. Jacobs taught him and his fellow union brothers
currently and continually work hard. He taught them the
importance of striving to produce quality products. He thinks the same values still stand true today and is a major part of
the success of the SSMRC. Under Jacob’s tenure as Business Representative, which spanned from 1972 to 1979, the
membership increased 150% in his local. Mr. Cothron said that
this was done by going after jurisdiction and that was a lesson
that has stuck with him.

The SSMRC is always striving to enhance our reputation,
becoming more marketable and gaining market share.
The SSMRC has accomplished a lot since its inception but
continually strives to do more. Mr. Cothron advanced the Council
greatly with his leadership and says that to continue this growth,
our attitude and our strong work ethic is a must. We must always
put a quality product out there. Precision and the quality of work
that is worth the wages being paid is what makes for a better
union and is what will gain us market share.

Throughout his 42-year career as a union millwright, Mr.
Cothron has seen the union change and evolve. “Across the
board, we’ve become a better union that is sensitive to the people
who need us and those people are proud to use union
millwright work,” he said.

When asked what his biggest accomplishment was in his
42 years, he says that he was most proud of his part in gaining
market share, even when times were tough, and how he helped
restore the union’s reputation. Because of this, we now have
more owners wanting to use millwright work.

Mr. Cothron is also very proud to say that he has never once
worked non-union. “The union has provided me with a good
living for 42 years. I was provided with health care and a union
pension. This gave me a lot of security.”

“It’s obvious the pride in his craft that Steve
has demonstrated over his career, and translated
that pride into determination, teamwork, and
excellent leadership for the SSMRC. He will
certainly be missed.

As union members today, and like many
members before him, Mr. Cothron has had
teachings and influence from mentors and his
colleagues that he has worked with. He says the
most valuable things that he has been taught
is the importance of teamwork and what can be accomplished when a group of people work
together for a common goal.

The importance of teamwork has stuck with Mr. Cothron
through the years. When asked what he would pass down to
future generations, he points to teamwork as the key. “That is
what has been vital in achieving what we have and what
we will need to succeed in the future,” he said, adding a warning
against getting complacent and encouraging members to keep
striving for the best value.

The UBC, the millwrights,
and especially the family
of the SSMRC wish Mr.
Cothron a heartfelt
thanks and good luck.

When asked what he
would like to say to
those that are to come
after him, Mr. Cothron
simply said, “Every day
that we go to work is an
audition for tomorrow.”

The SSMRC welcomes its newest Business
Representatives, Jamie Donald and Logan Brown.

Jamie is a member of Local 1554 in Tennessee.
Logan is a member of Local 1263, which serves
Georgia and the Carolinas.

Wayne Jennings Elected Executive Secretary-Treasurer
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“In Dennis’ leadership, the Southern States Millwrights
became the most reliable and skilled resource for safe,
productive millwright manpower in our area,” EST Jennings
said. “I hope to build on that foundation to further alleviate
the skilled manpower shortage by providing a steady stream
of professionals for every industry we service.”

Mr. Jennings, a veteran of the United States Army’s
10th Mountain Division, is a 25-year member of the
UBC who also mentors and teaches the UBC’s
International Leadership Training program for
union members. As EST, he is responsible for the
operations of the Council, which represents more
than 5,000 professional millwrights in the 11
southern United States.

In addition to Mr. Jennings’ election, the following members
were also unanimously voted to re-election of their Council
leadership positions. They are:

President—Dickie Bone, Local 1263, Georgia/Carolinas
Vice President—David Park, Local 1554, Tennessee
Conductor—Michael Hines, Local 1192, Alabama/Mississippi
Trustee—Jimmie Jordan, Local 1554, Tennessee
Trustee—Javel Scott, Local 1192, Alabama/Mississippi
Trustee—Jimmie Jordan, Jr., Local 1000, Florida

Executive Committee at Large—Rick Halford, Local 216, Arkansas
Executive Committee at Large—David Bonds, Local 1421, Texas
Executive Committee at Large—Kevin Curley, Local 729, Louisiana