Tell us your news...
Do you have a photo or information you’d like to see in the newsletter? Send it to Council headquarters. Please note that information may be edited for style and length, due to space limitations. And, items are published at the sole discretion of the newsletter editor.

Help us get you on the job...
Upgrade your skills with skill advancement classes. Remember, the more you learn, the more you earn. Learn more at www.southernstatesmillwrights.org

Do You Know What the Brotherhood Emblem Stands For?
The official emblem of the United Brotherhood of Carpenters and Joiners of America was adopted at the Fourth General Convention in Cincinnati, Ohio, in August, 1884.


The Colors: Pale blue color represents ideas as pure, clean and lofty as the skies; while the dark red color denotes that “labor is honorable,” and that through honorable labor red blood flows through the veins of those who toil.

The Shield: indicating that those legally wearing the emblem are morally bound to safeguard and protect the interests of the organization and its members.

Executive Officers
Dennis Donahou
Executive Secretary-Treasurer
Dickie Bone
President
David Park
Vice President
Mike Hines
Conductor
Mitchell Ford
Warden
Rick Halford
Executive Committee Member
Kevin Curley
Executive Committee Member
David Bonds
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Matt Olaire
Trustee
Steve Cothron, Sr.
Trustee
Mike Valentine
Trustee

SSMRC Selected First 20 Training Act Now to Get Your TWIC Card

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Dear Member,

2012 was a great year for the members of the Southern States Millwright Regional Council (SSMRC), with progress across the board. We had growth in membership in every Local, man-hour growth in all areas, increased our market share and increased our contractor base.

WE HAD MORE THAN 6.5 MILLION man-hours worked within the jurisdiction of our Council. In fact, we had a 17.4% - or a full one million man-hour increase - over 2011. This does not even include the hours worked by our members outside of the Council. Membership growth was 2% and we had 207 contractors reporting work hours for 2012.

Man-hour growth is, to me, by far the most important component to the well-being of our members. The concept is simple: When man hours are up, our members are working more. That means a better living for us and our families. Also it means your Health and Welfare, Pension, Annuities and our training hours are also increasing.

Another good sign of gaining market share is that we are working maintenance now in several power-generating plants, which we haven’t worked in years, and in some cases, never! Utilities are turning more and more of their work over to the re-aggregating contractors. Man-hours in the automotive industry has increased significantly and hours worked in the paper industry more than tripled in 2012. We focused on a plan for increasing our man-hours in the petrochemical industry and the results are a production increase of more 25%.

In 2012 we opened a new office in Mobile, Alabama and hired additional staff to gain the market back in the Gulf Coast area. With a focus on renewed training efforts and recruiting of the best available manpower, we are making significant gains in this area. We signed new contractors and we are doing maintenance in several plants in this region.

Our new compressor training facility in Houston is training not only members of Local 2/32, but members throughout the Council. Comments from members and contractors alike are very positive about the quality of this training.

Another very positive increase in our Council is the number of apprentices we have. There are now more than 1000 apprentices in this Council and they are taking advantage of our training and will enhance the reputation of this Council. For 2013, we are rolling-out a complete new marketing program that will showcase all that this Council has to offer, through printed materials, video, social media and other web-based programs. We want the SSMRC to be the source for manpower needs in our industry. To make this happen we have to get our name in the spotlight of the construction world.

This Council’s staff is determined to provide you with the best opportunities to enhance your careers with training and jobs. Your role is to take advantage of the available training, be productive, show up every day on time, and most importantly, have a good attitude. When I meet with contractors and end users, they all talk about the importance of training and productivity, but the number one thing they request is a member with a good, positive attitude. Good attitudes are contagious and make a job more productive, safer and more enjoyable.

2013 will be a good year for the members of the SSMRC. The forecast for work is positive. Power generation will continue to be our number one source of man-hours, but the petrochemical, paper, and automotive industries are closing the gap. So remember, work safe, attend your local union meetings and continue to upgrade your skills. Be proud of belonging to the best: The Southern States Millwright Regional Council.

Fraternally,

Dennis Donahou
Executive Secretary-Treasurer
Southern States Millwright Regional Council

THE NEWLY RENOVATED HOUSTON MILLWRIGHT TRAINING FACILITY, now called the Gulf Coast Millwright Training Center, provides more than 16,000 square feet of shop area. Situated nicely in this new facility are two reciprocating compressors, which SSMRC millwrights are using to train for work in the petrochemical and other related energy fields.

“The idea for this type of training came about in May 2011, when we realized we needed separate training for compressors to capture more man-hours,” said George Wright, area training coordinator. “Dennis Donahou successfully presented the proposal to UBC officials, we renovated the school, got the tools and equipment in place, and had a class up and running by June 2012.”

A reciprocating compressor or piston compressor, delivers gases at high pressure for industries such as oil refineries, chemical plants, gas pipelines, and natural gas processing units. The machinery is usually the most important and most expensive components of a plant.

With the attention on the energy field and the specialized skills that the SSMRC can provide, plans are underway to hire a full-time marketer and recruiter to focus on gaining new members to man the expected boom in manpower needs that is expected to follow news of the SSMRC’s compressor training abilities.

“We need a person who understands this field to go to community colleges, vo-techs and employ other strategies to recruit new members,” Donahou said. About the Training

Jim Upton, who helped create the course’s curriculum, Training exposes members to every level of compressors, from very basic knowledge of compressors and how they work, the disassembly and problem diagnosis, to the re-assembly of the compressor to exact specifications.

“After completing this compressor training, our members will be more knowledgeable on the repair and maintenance of compressors, which in turn makes them more marketable to our customers,” Upton said. To capture the increasing market demand for millwrights with compressor training and hands-on experience, the SSMRC stepped up and designed a course that revolves specifically around compressors and their function. “The compressor classes are going extremely well. The students are passing with top grades and they say that the class is interesting and informative,” Upton said.

“Jim Upton’s expertise in the field of compressor maintenance and his ability to build curriculum has gotten this new training course off to a great start,” said EST Donahou. “With the help of Area Coordinator George Wright, our members can now receive quality training that will help capture a larger market share of the compressor maintenance industry.”

Training is available to all SSMRC members. Contact your local training center for more information. See a time-lapsed video of the compressor rebuild here:

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Houston’s Newly Renovated Training Facility is Host to New Compressor Training
Regional Director Reports

Western Region Report
Representing Alabama, Arkansas, Louisiana, Mississippi, Oklahoma, & Texas
By Rick Halford, Director

The Southern States Millwright Regional Council (SSMRC) can look back on a very productive and continually improving 2012. We have had a record number of man-hours, new contractors came on board, and we were given the opportunity to work in facilities we have never worked in or has been several years since we have worked there.

With the new contractors that have come on board, we now have nearly 200 contractors signed on with the SSMRC. And with this large number of contractors we now have signed, the availability of work gives rise to a huge increase in man-hours.

Southern Company is just one of the end users who have given more opportunities to the Alabama and Mississippi Local 1192. The contractors in Local 1192 are not only bidding more work, but they are making their presence felt in several different industries. Work in the petrochemical industry is promising to open up this year. Louisiana Local 729 has had longer, steadier work through the last year and looks to continue throughout 2013. Arkansas and Oklahoma stayed busy all thru 2012 as well. We moved right into 2013 with four outages across Local 216. We have man working on three gas-fired power plants in Hot Springs, AR and Jenkins and Meridian, OK. We also have two coal-burning plants with outages in Muskogee, OK and Gentry, AR. General Motors has an outage in the Arington area that kicked off before Christmas. This, along with working up at the airports and other outage work, leads to steady work for Local 1421.

Members of Local 2232 in Houston stepped up to the plate in 2012 to meet the high demands for manpower. Outage season last year was great and led to a 30 percent increase in man-hours over 2011.

More refinery outages and turbine outages are expected in 2013. Work will be available, and this makes it ever more important to get a TWIC card if you want to take advantage and work these outages. This increase in signatory contractors and the amount of work available tells us that the end users like the direction the Council is moving and the membership is the biggest reason for that. Your professionalism is what makes these great numbers happen. It changes the way the contractors and end users look at organized labor.

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South Carolina, Tennessee, Texas and Virginia. These predictions show the increasing need for skilled workers, but predict there will be fewer workers than needed to fill the jobs in the upcoming years.

New worker recruitment is crucial to avoid a near shortage of skilled construction workers in the coming years. We have been recruiting out of the technical colleges, military and vocational schools to help cover this shortage in the upcoming years. If you have anyone interested in the Millwrights send them down to the local Union Hall.

There is also great opportunity for work in Canada too. I have been appointed as the contact person for the Canadian Oil Sands project for the SSMRC. There are simple requirements and information you need to know to get started, if interested.

To learn more, contact me via e-mail (rhalford2012@gmail.com) or call the Council office at 479-667-0639. To be certified for working in Canada, there are qualifications and procedures that must be met:

- You must be a journeyman
- You must be in good standing (no unpaid dues, fees, etc.)
- You must have passed the OSHA-30 or OSHA-30 safety course (either one)
- You must be willing to undergo drug testing
- You must have solid experience
- Additional qualifications are in demand but not required: turbine, rigging, etc.

All registration and referral is online. Please DO NOT CALL Canadian UBC offices. This online registration system will use UBC databases to compile your basic information and training records and enable you to list your preferences for locations and types of work. Your Council will then verify your paperwork and qualifications before approving your name for the Canada Registration List. Start the process now. Apply for your key documents now, and then read-up, so that when your passport and FBI check come, you’ll be ready to register online if you want to.

Benefits & Reciprocity

Because Canadian law prohibits pension funds from leaving the country, a special arrangement allows the total of your Canadian health and pension benefits to flow back into your U.S. health and welfare fund. Your hours and benefits earnings count toward your home Council’s health & welfare plan eligibility requirements. While in Canada, you are fully covered under the Canadian health care plan. You can also get other information at www.carpenters.org and click on the “Work in Canada” link for more information. If you are not a member, you will need to set up a username and password to get to the registration and referral. Call or e-mail 1 and 2 will help with the process.

Eastern Region Report
Representing Florida, Georgia, North Carolina, South Carolina, & Tennessee
By Steve Clothen, Director

Siemens rigging in a turbine rotor at Turkey Point Nuclear Plant in South Florida

We are working toward more balance of plant work in the future as various owners re-examine their options to keep plants running efficiently and economically. Chemical plants in Central Florida offer opportunities for year-round work for those interested in participating.

We have airport projects in Miami and Fort Lauderdale which are just starting to ramp up and should put millwrights to work through the end of 2013 and beyond. We have a small project at Tampa International which should end in the first quarter of the year. We are hopeful of landing a project at Orlando International airport that could last for over one year, beginning in the second quarter of 2013.

We started an expansion on a cement plant near Brookville in early January, which should last for about four months for about a dozen millwrights. We are also working with contractors pursuing leads in other industries, including light manufacturing and the food industries.

In closing, 2012 has been a really good year and we are expecting another good year for 2013 and beyond.

Siemens rigging rig part of the turbine shell on the Siemens 2016 machine at the McIntosh Power Plant in Lakeside, Florida.
Local 216

By Donnie Newtown, Business Representative

BROTHERS AND SISTERS: I would like to thank all of the members who worked outages over the 2012 holidays. With your commitment, we will continue to gain market share in these facilities. Not only did we have a significant gain in man-hours over last year, but we also finished 2012 with an increase in membership as well.

The Nestle Nutrition and Little Rock National Airport will be finished soon, thanks to the members who worked hard to see that those jobs were completed to the customers’ satisfaction. Both jobs contributed to that gain in man-hours we had for 2012. Also, two new contractors will continue to bid work in our jurisdiction and use our members.

The last outage at Arkansas Nuclear One went well on the turbine deck. Atlantic Plant Maintenance’s Greg Gibbs, daytime supervisor for Atlantic Plant Maintenance, made the comment that it was a very professional crew. More than half of the millwrights on the job were Local 216 members.

And, 75 percent of millwrights working that job were members of the Southern States Millwright Regional Council. Mobility of manpower is one of the most important reasons the SSAMCR was formed. As a Council, we must capitalize on these opportunities when given the chance and show what we can provide to the industry. If we can meet demands such as this, it will lead to more and more work for our membership. Even the jobs that are only scheduled to last one or two days are a great chance to show what we have to offer.

Every customer and contractor is looking for the qualities that we already possess, which sets us above our competition. If we display a professional image, they will notice. When trying to display that professional image, it is important that we show up on time every day, ready to be productive. It is we who have the right attitude and superior training. When we demonstrate these characteristics, our share of the market will continue to grow.

Local 729

By Kevin Curley, Business Representative

BECAUSE OF YOUR HARD WORK, 2012 was another outstanding year for man-hours.

2012 started out strong, with approximately 156,000 man hours worked in Local 729 the first quarter of the year. A 40% increase of man hours for the first quarter of 2012, compared to the first quarter of 2011. Local 729 has had two consecutive years with more than 500,000 man hours worked. 2012 was a significant gain over 2011 and 2013 is already shaping up to be another good year.

What do we need to do to keep the work and increase the man-hours in 2013? We have to continually work safely and be productive on every one of our jobs. If we do this, we will be the ones that continue to take over more and more of the market, year after year.

Work Summary:

- Jacobs Technology started work, and Day & Zimmerman started an outage at the Michoud Facility in New Orleans East, LA.
- Atlantic Plant Maintenance (APM) started an outage in February at River Bend. Nuclear Power Plant in St. Francisville, LA.
- Fuor Maintenance Services has an outage schedule to start in April at Big Cajun II in New Roads, LA.
- APM and Day & Zimmerman will probably get some work at Nine Mile Power Plant located in Westwego, LA. A new unit is to be built at Nine Mile Power Plant and the millwright work will start sometime this year.

- As of 2013, Local 729 has work in the majority of the Entergy fossil fuel power plants and both of the Entergy Nuclear Power Plants located in Louisiana.

Work in Nuclear Power Plants in Louisiana

Working in plants where we haven’t in several years is just one of the reasons that we have had such an increase in man hours. Until this year, Local 729 has not had any turbine work at either Waterford III Nuclear Power Plant in Killonla, LA or River Bend Nuclear Power Plant in over 10 years.

I’m happy to report that Siemens completed turbine and generator work at Waterford III at a fall outage of 2012. We had over 50 man hours working for Siemens at Waterford III. The job was completed on time and there were no serious problems with the work on the turbine or generator. “On time” and “without problems” are two of the traits union millwrights have that keep us getting job after job.

I’m also happy to report that APM is scheduled to work on turbine valves at River Bend for a Spring outage in 2013. APM will be working approximately 60 man hours at River Bend. Stone & Webster will be employing approximately five man hours and they will be working in the shop at River Bend at this same outage.

Roll-Back Money

The SSAMCR gave Local 729 $35,360 in roll-back money for 2012. This enabled Local 729 to almost triple the money in its general fund and to lower the monthly dues from $40 to $27.

Remember, the Local only collects roll-back money on the members whose dues are paid through the current month - at the beginning of each month - and have signed a dues authorization card. Local 729 could have received $58,140 for 2012 if more members would pay their dues through the current month - at the beginning of each month - and sign a dues authorization card. By doing so, the Local could afford to lower its monthly dues to at least $26. If we receive that much money from the Council, every $25 dues are possible.

Apprenticeship

Congratulations to Lloyd Norton, Shaun Day and Albert Evans who recently graduated from the Central South Carpenters Regional Council Training program.

I would also like to congratulate Lloyd for coming in second place in the 2012 Southern District Apprenticeship Contest for millwrights. There was a good effort from every apprentice involved and Lloyd’s victory was well deserved.

Sometime in the first quarter of 2013, the Baton Rouge Training Center will be going to daytime training. You will need to sign up and meet that deadline.

Finally, don’t forget to fully utilize the Southern States Millwright Region Council website, www.southerncarpenters.org, to obtain important information about jobs, training, news, and events inside the Council.
The success of the SSMRC is, and always will be, in the hands of its members. You hold in your hands the ability to create your own future by helping our contractors succeed, enabling them to succeed in the facilities they are currently working in, and pursuing opportunities in new markets. Once again, thanks for your commitment and dedication to the success and growth of your organization.

I would also like to talk about training. Training is our top priority. It equips the members with the skills necessary to compete in today’s ever-changing market and pursue more projects. This translates into more work for all members.

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I would also like to talk about training. Training is our top priority. It equips the members with the skills necessary to compete in today’s market. Each of you receive, via mail, a training schedule, and you can also view this schedule on the Council’s website: www.southernstatemillwrights.org. Please take the time to review the training schedule and contact your instructors to register for the classes you need.

And - Please remember to register for the classes! Communication is the key to a successful training program. The trainers are often pulled in several different directions at the same time, and it’s critical to know which courses are receiving interest. If a course does not attract participants, the instructors will refocus their efforts elsewhere.

There have been several positive changes made in the way our training program funds some of the training needed by members. And beginning this year, trustees to the Mid-South Training Trust Fund voted to begin funding Powersafe Training and Basic Plus Training. As many of you know, you must have Powersafe Training to work in a Southern Company or Entergy Facility. Contact your instructors and schedule a time and place to come in and take this training. If you come to the training facility, the training is free. You still have the option of taking it online at your own expense, if you so desire.

As for the Basic Plus training, there are a few requirements from each member who may be looking to capitalize on this opportunity. You must first successfully complete the Machinery Alignment and the Mechanical Seal classes; Then, you must acquire your TWIC Card. The Training Department will then register you for the Basic Plus Class. This class will have to be taken through the TVTC Safety Council. TVTC has locations in Memphis, Decatur, and Mobile.

With this training and background check completed you will increase the marketability of yourself for the petrochemical industry. This industry is targeted by the SSMRC as a critical area to focus our efforts, to acquire more work opportunities. The SSMRC is working diligently with several contractors to develop the training curriculum and get our members trained and ready for action.

With members investing in getting the training, we will build a pool of trained manpower for the contractor to pull from. The contractors have shown a huge desire to come into the Decatur Valley and Mobile areas to perform this work. Their only concern has been if we have the resources to man the work. We have dedicated ourselves and our resources to assemble a group of SSMRC members to accomplish the task of manning and successfully competing in this market; With your commitment and dedication I have full confidence that we can and will capitalize on this opportunity.

Again, thank you for all you do to contribute to our organization.

FELLOW MEMBERS of Southern States Millwright Regional Council; I have newly been hired as the Business Representative of Local 1192 for the Gulf Coast regions, covering the panhandle of Florida, Alabama, Mississippi and parts of Louisiana.

Since my hire, great opportunities and visions have taken off like a whirlwind. With the direction of SSMRC Executive Secretary-Treasurer Dennis Donahou and Western Regional Director Rick Halford, we have opened up an office in Mobile, AL. Rick Halford, Business Representative Wayne Jennings and I have been working closely with contractors, building membership, and gaining more of the market share as well as increasing the man-hours in these areas for our members.

We recently embarked on a Southern Company Project in Kemper County, Mississippi (Plant Ratcliff) under the new Industrial Partnering Labor Agreement (IPLA) that was negotiated, reviewed and signed by UBC General Vice President Doug Banes, District Vice President Danny Maples and EST Donahou. The intent and purpose of the IPLA agreement is to gain more market share, restore and enhance the competitive position of union employers to bid, and win and execute projects efficiently with highly trained and skilled millwrights in these areas against the open shop. With their combined efforts, the IPLA contract and our superior training program, we have gained more man hours and expanded working opportunities for members in other industrial facilities along the gulf coast.

The willingness of members to adapt to changing times and having the right attitudes for their customer’s success, along with the use of the new IPLA agreement is broadening our horizons. Other industrial facilities as well as the petrochemicals and larger open shop contractors are now looking into future endeavors with the union millwrights. We have currently replaced open-shop personnel with highly skilled and safety-oriented union millwrights working maintenance and new construction at Plant Daniels, Plant Watson and Chevron under the IPLA agreement which provides stable, long-term jobs here at home for local members.

With the dedication of our skilled trainers and our members’ continuous training, we are able to supply our customers with the best qualified Millwrights available and ensure our customers’ success. The specialized training and skills of an SSMRC millwright is what separates us from the open shop.

The specialized training and skills of an SSMRC millwright is what separates us from the open shop. With members having the right attitude and constantly updating their training along with the addition of new contractors, we will gain more market share, add more man hours, and continuously be successful here at Local 1192 in the Gulf Coast region.
Local 1263
By Mike Hamilton, Business Representative

As we move further into 2013, we look forward to the prospects of new work opportunities for our membership. The power industry is proceeding with its efforts to reduce its dependence on coal and develop other fuel sources. In January, the Georgia Power Company announced the closing of three of its coal-fired plants around the state of Georgia and the shutdown of units in some of its other plants. Plant Branch, Plant McManus and Plant Kraft will be shut down over the next three years, along with several other units at other plants around the Georgia Power Company system. The company began installation of bag houses for Units 3 and 4 at Plant Bowlen in Cartersville, and studies are being conducted as to the feasibility of converting one unit at Plant Mitchell in the Albany area.

There is a greater demand for travel in our trade today than in the past. We encourage all of our members to make sure you keep your training certifications current so you can take advantage of work opportunities throughout our Council. Get your Transportation Workers Identification Credential (TWIC) card, take advantage of work training certifications and get your Qualified Millwright card.

The nuclear outage season is underway, and we have members headed to the South Texas Project River Bend Nuclear Plant in Louisiana, Plants Hatch and Vogtle in Georgia, Nuclear Plant McGuire in North Carolina and Turkey Point in Florida. New construction at Nuclear Plant Vogtle in Waynesboro, Georgia is still slowed when this article was written. Logan Brown, one of our members employed at the Savannah River Site, near Aiken, SC, brought a project to attention in October concerning work in the Savannah River Site. In August, 1263 millwrights were called upon to perform the unusual task of removal of the bolts in a contaminated storage tank in order to create unobstructed space for additional spent fuel racks. The problem working with radioactive contaminated storage tanks, and having to make modifications in such an environment, is that no matter how you propose to perform any modifications, you must accompany the task remotely, without coming in contact with the contamination. Specialized procedures must be developed using specialized equipment, which may not be commercially available at the time. To accomplish this, it is necessary for everyone involved in solving this problem to work as a team.

The team, members Logan Brown and Craig Usher, and Construction Engineers Mike Britt and Joe Carroll, worked together to come up with an innovative concept for a tool that could do the job.

“The team didn’t call in design engineers, consultants or specialized saw vendors,” said George Sewell, SSMRC Construction Manager. “Instead, keeping safety as the top priority, they carefully examined all sides of the challenge and quickly and creatively solved the problem using their combined experience, knowledge, and on-hand resources.”

Fabrication took place in the Central Shops Fabrication Facilities and mock up, and testing activities were performed at the 717-F mock-up shop to create a one-of-a-kind, highly customized saw capable of removing the exposed portion of bolts located beneath radioactive-contaminated water as deep as 30 feet. At times, and in certain areas, this task was accomplished while working under difficult lighting conditions and little clearance from surrounding submerged objects. According to Sewell, the end result was a pneumatic (air driven) band saw suspended from a long, specially designed metal rod designed to ensure the blade would cut close to the surface of the basin floor.

The person in the photos is Craig Usher. He is one of the journeymen welder/mechanics who helped design and fabricate the tool that was used for the project. The fabrication included manufacturing their own unique bearing housing, drive shaft, and modifying the wheels of a portaband saw for this tool.

Mike Britt, the construction design engineer, asked the team to draw something up around early August. They researched tools available and did not find anything that could fit the application. The parameters given were that the bolts had to be cut below a 3/4” from the imbed, the tool had to be powered by plant air, and no air leaks could happen. This tool had to be operated in a pool 30-feet deep and in a trough just 3-feet wide. The job was performed on October 23 and all eight 3/4” stainless anchor bolts were cut in just two hours.

“The ingenuity and work ethic of our employees continues to impress me,” said Sewell. “The project was a complete success.”

Make sure you keep your training certifications current so you can take advantage of work opportunities.

Local 1421
By David Bonds, Business Representative

Greetings brothers and sisters,
The Southern States Millwright Regional Council (SSMRC) has had a huge increase in man-hours once again, 2012 marked yet another year of steady growth. Local 1421 had a moderate increase in hours over last year, and this year we have had much more security in the consistency of our hours output throughout the year to date. This consistency in man-hours has been mostly due to the continuing work at General Motors and several airport projects.

We are also really excited about the work at General Motors with Industrial Plant Services (IPS) in the newly established “mechatronics” field, which involves the use of robots. Although it is in what we would call the “trial and acceptance” stage, we are excited and hopeful that it will continue to contribute to our consistency in man-hours in the next year. I would like to thank the UBC International, the UBC International Training Fund, and Mark Reynolds at IPS, who saw opportunity, took action, and quickly put into place a plan and training which placed the UBC Millwrights in a field we have never been before.

I am also proud of the Local 1421 members who are willing to take the chance on something new and go full steam ahead in representing our Local Union and the SSMRC in the best way possible - by facing CHANGE. It is human nature to stay on the same course and procrastinate on moving away from the “normal” way of doing things. I thank you and keep up the good work.

In summary, we had a great 2012, and this year shows great promise locally and all across our great Council. I thank everyone, from the SSMRC Business Representatives to each and every member of the SSMRC, who over the past year have supported our manpower needs during those peak times. Without your sacrifice of being away from your families during these times, we would not have been able to cover our outage and shutdown manpower needs. That is greatly appreciated.

Finally, we have relocated Local Union office to our training center. We are excited to be relocating there so that every aspect of our Local in serving our Local members will be at one location. Regional Council will be on the SSMRC website (southernstatesmillwrights.org) for the address change.

Be informed, be active, and attend your local union meetings!

Local 1554
By David Park, Business Representative

Brothers and sisters:
With around 900,000 man-hours, Local 1554 had an outstanding 2012. There were several sizeable projects that took place across the state. Some of these include General Motors, Nucor, and LPS Energy in Batesville, MS. All of these had a major amount of man-hours. With every member working as hard as we are, 2013 is looking to be just as productive.

In 2013 General Motors will have a few projects scheduled for the Spring Hill site. Oxy-Chem is building a plant in New Johnsonville, and Gallatin Steam Plant will be installing a scrubber. There seems to be work opportunity at several plants across the state. We certainly hope our fair contractors are successful in their bid process.

How can we help them win the work? As a workforce, we need to work safe, work with a positive attitude, and make sure we work a solid eight hours for our eight hours of pay. We must bring this to the jobsite every day. This is what makes us profitable as a member, as a Local, and as a Council.

The scribe dues incentive has gone really well, and our arrears have dropped to around six percent. This is still a little higher than some other Locals in the Southern District. With this program, along with the Tool Bar program, hopefully we can get to around three percent. This helps in the cost of printing, postage and other office resources.

Congratulations to the following millwrights for achieving 35-40 years service: William M. West (40), Richard S. Hogan (40), Gary Ashley (39), Jerry A. Wright (39), David Vaughn (39), Harold Williams (39), James W. Robison (39), David Park (38), Ronnie Carter (38), Johnny Hudson (37), Jimmie Doughten (36), Larry Godfrey (36), Charles Thompson (36), Glenneth Beard (35), Bobby Hudson (35), Randall E. White (35), Darrell Collier (35), Marty Tuters (35), Walter Deems (35), and James Kirby (35).


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By David Park, Business Representative
UBC General President and VP Join Arkansas Governor in Positive Feedback for the SSMRC
Continued from page 1

Because with all its faults and failing and gridlock and crooks, it’s still the best nation on earth and can still rise above virtually any challenge faced with, and you can lead us,” Beebe said.

In his introduction of President McCarron, Executive Secretary-Treasurer Dennis Donahou thanked him for forming the SSMRC.

“It was a big step, but what’s making it work are the delegates, who allow us to do what we need to do,” Donahou said.

“Change has to be your friend,” McCarron explained during his remarks. “If you snooze, you’re going to lose, no doubt about it. But the numbers you’ve put up shows that it worked. The employers and the owners that we meet with can’t say enough about Dennis and the Council. We knew this was going to be very successful for one reason - Dennis Donahou and his membership - you make us proud.”

McCarron also outlined a new program: UBC Journeyman-Building Leadership for a Strong Future. The program is meant to give journeymen a greater understanding of the UBC, the construction industry, and the important part they play in influencing the future of the UBC. The UBC’s goal is to bring 10,000 journeymen through the CITC every year for this program’s training.

“This leadership training is about pride and leaving the Center with a vision of ‘if it’s going to be its up to me’. That’s what it’s about,” McCarron said. “Remember that when you’re retired, who’s paying your pension? That young apprentice, so we need to start now and make sure we have the best crews coming up behind you.”

The SSMRC is the first group from the Southern District to participate in this program and will send 150 journeymen in June to the UBC’s International Training Center in Las Vegas to take part in the training (read a story related about this program on page 22).

GVP Banes updated the delegates during his remarks about some business strategies the UBC is using to identify coming trends in various industries. He encouraged the delegates to keep themselves and their members ready for change. “There’s a changing world out there, and the midnight today and millwright 20 years from now will be totally different,” Banes said. “When industries change we have to change with it. If you don’t change, someone’s going to stampede you.”

Banes spoke specifically about power generation. “Power will never go away. It just depends on what kind of power we’re servicing: nuclear, gas turbines, wind generation, and maintenance is the name of the game with us. There is just so much opportunity,” he said. He also encouraged keeping pace with technology in the auto industry. “People may not like it, but he also encouraged keeping pace with technology in the auto industry. “People may not like it, but it’s reality and what we need to do is jump all over it.”

Banes cited signatory contractor CR Meyers as an example.

Donahou cited signatory contractor CR Meyers as an example. The company jumped from 35,000 man-hours in 2011 to 150,000 man-hours. He also said that 2013 man hours will increase in the car plant industry, “It is the fastest growing industry in our Council. We are pushing 500,000 man hours in the car plant industry. I am very proud of that.”

During his report, EST Donahou unveiled plans to get more work in the petrochemical industry, and to have the manpower ready to staff the jobs. “We’ve outrun our membership in Houston. Our plan is to get a fulltime recruiter for marketing and recruitment, so that we can keep up with manpower demands,” he said.

And with the existing 5,000+ members of the SSMRC, EST Donahou revealed the incredible leap in 2012 man-hours: More than one million more man hours were logged by the SSMRC in 2012 over the 2011 tally. Fulltime work, apprenticeship, and membership also saw increases (see related story on page 1).

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Members who are in arrears with their dues are also plummeting. When the Council formed in mid-2010, 13% of members were in arrears. That number dipped to 5.6% in 2012, and dropped to 5.4% in the first quarter of 2013. “That’s hard work by our business reps, and members realizing that if their dues aren’t current, they’re not working,” Donahou said.

2013 goals for the SSMRC are 2% growth in membership for each local, 5% growth in retention, and 6% in man hours, and arrears under 6%.

Gov. Beebe also encouraged Council members to keep up their good work: “Understand that there are many of us who recognize who you are and what you do. It’s all about this country and what we do as a country, and you are such an important part of everything this country stands for.”

Continued from page 1

Governor in Positive Feedback for the SSMRC

EST Donahou talking with Delegate Dennis Thompson.

Council President Dickie Bone (left) and Vice President David Park.

Political Action Committees to Form

Another new program outlined during the staff and delegate meetings is the launch of Political Action Committees (PAC).

“We believe the time is right to form these Committees and to start doing more on state and local political campaigns to protect the rights and benefits of our members,” said Donahou.

Florida already has a PAC established. More Committees are slated to form in Arkansas, Georgia, Louisiana, and Mississippi. For more information to become involved in this process, members are urged to talk with their Local business representative.
Anatomy of an Experienced UBC Millwright

By David Park, Business Representative

Local 1554

I learned about the Millwright trade from two brothers. I grew up in a small suburb of Nashville. They had joined the local after a variety of jobs after high school. Their uncle was a charter member of the original Local 1544. While I had a variety of jobs, some of which could have been a career, their work experience helped me to follow their lead a couple of years later.

Learning a valuable skill and the union’s role in the community became a way of life that I knew would be my future. Regular attendance at union meetings and activities helped me to hold office as Warden and eventually Nashville Carpenter’s and Millwrights Apprenticeship Coordinator.

The apprenticeship I entered over 30 years ago was much like other millwright and carpenter programs across the country. With the exception of a few industrial areas with strong union representation, most programs were underfunded. While the instructors deserved credit for sharing their knowledge, resources were very limited. I learned to weld in a damp basement welding shop in the oldest high school in town, which was donated by the U.S. Army from some leftover provisions from some production or war projects.

The percentage of millwright skills adequately taught in class was minimal. Fortunately, the work experience portion of apprenticeship was very good to me. Jobs that afforded the most education for me included projects in paper mills, printing, rubber, auto industry, chemical and power generation.

While this variety of jobs proved to be very interesting, the most valuable part of my experience came as the journeyman. In the 23 years of relationship with this customer, the opportunity to start a business resulted in becoming President of Millwright Services, Inc. The success of this company has greatly impacted my family’s standard of living and afforded me opportunities I never would have imagined in 1979. The employer role allowed another satisfying experience. Accepting the responsibilities of management training on the health and welfare fund, the pension fund and the training fund capped off everything I advocated through the years.

Many changes have developed in the past 33 years of my millwright experience:

• The Nashville Local with maybe 75 active members was much smaller. A company with jurisdiction covering all of Tennessee and a few counties in neighboring states.

• A pension plan that at one time had no one receiving even $100 monthly benefit is now a retirement which surpasses many big corporations.

• The health insurance that didn’t exist until the mid-1980s is now almost taken for granted.

• The apprenticeship program that barely functioned with only a few industrial programs were a product of the instructor’s creativity and effort instead of a developed curriculum.

What is the one thing that never changes is that the millwright trade is made of incredibly dedicated brothers and sisters who choose to do the hard work involved in this craft that others won’t or can’t do. Probably the most amazing transformation over the years is the transformation of those classes I experienced as an apprentice, to a program with several modern training facilities for apprentices and journeymen in Tennessee, Alabama, Mississippi and Florida. The local training, with the efforts of the UBC and the Carpenters International Training Center in Las Vegas, has developed a very enhanced member’s education opportunities.

The improvements made and developments that are in progress are taking this program to a level unmatched by any other skilled labor training. Methods of performing the tasks are more modern with tools that didn’t even exist in the 1970’s. Like any other technology, new skills will continue to be required of our craft.

The one thing that never changes is that the millwright trade is made of incredibly dedicated brothers and sisters who choose to do the hard work involved in this craft that others won’t or can’t do. The original members who chartered the millwright Local 1544 had a pride and a drive to have an identity separate from their carpenter brothers. I believe they wanted to reject that pride along with those skills to new members. That same attitude is what motivates Local union officers, organizers, and especially the training instructors and coordinators today.

In our line of work, there should be a work ethic that makes every employee an asset to their employer. No one in our membership has a right to be a free rider. In reality, that is a liability to every brother and sister on that job, every member in that Local and ultimately the industry. I take much pride in watching a good crew accomplish a tough job. Anyone who has worked downtown at Bridgestone Tire in Warren County will tell you, working with the employees of Millwright Services is a good experience. The positive attitude and coordinated effort makes any difficult job run smoothly and safely. There are schools for apprentices and skills in any group of millwrights, but the best millwrights (without exception), have a real passion for their craft.

Several of our local contractors cater to what we call “General Industry.” The General Industry of the millwright trade. These are those that perform the local contractors in the Central and Tri-State area that have been part of the apprenticeship program. Local 1544 is always looking to be the most educational training center possible. The apprenticeship program that is underfunded is always looking to improve on the work experience portion of the program.

One of the most important changes in the millwright trade is the willingness of so many contractors to partner with the union, our membership and the training centers. In the past year, several contractors have increased the number of hours generated in Southeast Tennessee & Alabama. In the future, we will see this trend increase as we continue to partner with local contractors. In the past year, several contractors have increased the number of hours generated in Southeast Tennessee & Alabama. The improvements made and developments that are in progress are taking this program to a level unmatched by any other skilled labor training. Methods of performing the tasks are more modern with tools that didn’t even exist in the 1970’s. Like any other technology, new skills will continue to be required of our craft.

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The improvements made and developments that are in progress are taking this program to a level unmatched by any other skilled labor training. Methods of performing the tasks are more modern with tools that didn’t even exist in the 1970’s. Like any other technology, new skills will continue to be required of our craft.
When a union millwright shows up to work every day, is mindful of safety, and completes work efficiently and correctly the first time, we show the customers exactly why they should use UBC millwrights.

The plants and factories we work in want to see a certified and trained workforce, and our training programs and journeyman upgrades give us an edge over the non-union competition. The third way we can improve our man-hour numbers is organizing. Your business representatives are recruiting new members as aggressively as possible, especially with the increase in work over the last two years. We recruit the best the non-union has to offer. Everyone should remember that a non-union millwright is a potential brother or sister who should be informed about the benefits of being a union member. When work gets busy, but fewer non-union millwrights are available, then a customer will use one of our contractors to perform the work.

We have constantly strived over the last few years to keep our journeymen in upgrade training and with the help of the SSMRC and the state JATC, we developed a curriculum for reciprocal compressors. We hope that with our new training and the quality of the UBC millwrights, we will take a bigger market share in the coming years and continue to increase the work for our membership. I urge each and every one of you to learn all you can and be professional about your work. If you do these things, then good things will come your way.

Local 2232

By Mike Hines, Business Representative

2012 WAS A GREAT YEAR in many ways at Local 2232, here along the Texas Gulf Coast, highlighted by the constantly growing membership, members working more hours, and growing market share.

To do all of these things well, we must have cooperation between the International, Southern States Millwright Regional Council, (SSMRC), Training Department, Local 2232 members, and the Millwright Contractors Association. We have been making great strides with everyone working together for one common goal, and that’s to put our members to work. When that is done, everything else takes care of itself.

We had more than 900,000 man-hours in the first six months of 2012, and ended the year with 1.4 million. This makes 2012 our most productive year on record for Local 2232 and our contractors.

An important factor that supported such a great year includes the commitment we receive from the UBC, the council level with the new SSMRC, and our training department. Just some of the things that have been done to show commitment are:

- The UBC gave us a grant for the Houston Training Center to create compressor training, so that we can expand our market share in that area.
- The International also purchased a service called IRR, which gives us critical industry data and research, including upcoming jobs, which allows us to get a jump on securing that work with our contractors, to expand our market share.
- The SSMRC has also helped us showcase both our training and contractors by giving us the means to attend the different trade shows in our area (One of our contractors actually received two extruder overhaul contracts from contacts we made at a trade show, with more to come).
- Our training department is incredibly responsive, and when we need something, they make it happen. Just one example - we needed a seal class for the Motive project, and a seal class was created, staffed, implemented and completed.

With all the work scheduled for the Texas Gulf Coast in the upcoming years, the sky is the limit for our growth in membership and man-hour for our members. The one thing that everyone should remember is the job site is a changing world and we must change along with it to help grow and expand.
Training Reports

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

LAST OCTOBER, the marquee outside the Marriott – Augusta Hotel read “Welcome Southern District Apprentice Contestants.” Fellowship and southern hospitality was in play for everyone attending the annual Southern District Apprentice contest, which took place on October 5th and 6th, 2012 at Local 283 in Augusta, Georgia with outstanding attendance.

Apprentices from Georgia, Tennessee, Florida, Louisiana, Arkansas, Oklahoma, and Texas gathered to compete in a written test on the first day, followed by hands-on projects on the second day. Competing millwright apprentices were Jay Woolsey (TN), Lloyd Norton (LA), Steven Trammel (TX), Lucas Coleman (FL), Joshua Evensen (GA), and Marlon Bearry Jr. (AK). 
Congrats to Jay Woolsey, who won first place in the millwright division.

Tommy Meeks and Red Maddox served as the millwright judges, and Scott Nipper from C.R. Meyer was the millwright proctor. The staff members at the Marriott-Augusta Hotel were most helpful and courteous to all attendees. A luncheon of barbeque pork, chicken and ribs with all the trimmings was provided on Saturday October 6th by the BBQ Slam of Augusta. The French Market of Augusta provided a steak dinner for a banquet of 189 people. A golf tournament was also sponsored and enjoyed by those participating. All apprentices received shirts, a gift certificate and a plaque for participation.

Market of Augusta provided a steak dinner for a banquet of 189 people. A golf tournament was also sponsored and enjoyed by those participating. All apprentices received shirts, a gift certificate and a plaque for participation.

Finally, thanks is extended to UBC Southern District Vice President Danny Maples and Carpenters International Training Fund Executive Director Bill Irwin, who were the keynote speakers at the banquet awards presentation.

Without the help of numerous directors, coordinators, judges, proctors and staff members, the contest would not be possible. Hours of hard work and dedication go into these contests and the site preparations, as well as the hotel accommodations and the food services provided for the participants.

The staff members at the Marriott-Augusta Hotel were most helpful and courteous to all attendees. A luncheon of barbeque pork, chicken and ribs with all the trimmings was provided on Saturday October 6th by the BBQ Slam of Augusta. The French Market of Augusta provided a steak dinner for a banquet of 189 people. A golf tournament was also sponsored and enjoyed by those participating. All apprentices received shirts, a gift certificate and a plaque for participation.

Finally, but most importantly, thanks to all of the apprentices that participated. Without your hard work and dedication to your craft, the contest would not be possible.

Louisiana
By Ray Calamari, Training Director

THE CENTRAL SOUTH CARPENTERS Regional Council Training Fund of Louisiana has established a partnership with several Southern District Technical Colleges in Southeast Louisiana. This is a huge opportunity to market our union training programs to the Chancellors of six technical colleges.

Business Representative Kevin Curley and I have also been appointed to the Advisory Board of the Baton Rouge Community College. These technical colleges have strong partnerships with several of our clients and employers such as Turner Industries, Dow Chemical, Shell Oil, Valero, Exxon-Mobil, and Rubicon.

The Louisiana Technical Colleges are a perfect fit to recruit new members who are knowledgeable in the trade. These colleges offer curriculum such as Industrial Maintenance Technologies, Welding, Machine Tool Technology for Machinists, and Process Technology. We have participated in career fairs sponsored by the Louisiana Technical College and their partners. Thanks to this outreach we have interviewed several prospective applicants and already have applicants committed to joining the Apprenticeship Program.

Any member who has an expired Rigging Qualification or Millwright Qualification please contact your local training center to sign up for the refresher workshops. You will need these qualifications to be eligible for work.

Congratulations to Lloyd Norton who participated in this year’s Southern District Apprenticeship Competition. Lloyd is from Chalmette, Louisiana and is a member of Local 729. He placed 2nd in the Millwright Division.

Finally, I am pleased to announce exciting news. The Central South Carpenters Regional Council has purchased property in Metairie, Louisiana, which will house our state-of-the-art training center and Regional Council offices along with Carpenters & Pile Drivers Local 1846 and Millwrights Local 729.

We will break ground in 2013 with a completion date later this year. We finally have a home.
THE MOTIVA CRUDE EXPANSION PROJECT (CEP) is attracting millwrights from around the country to Port Arthur, Texas to capitalize on work opportunities. Individuals considering applying for work there are urged to take the steps now to prepare themselves.

Millwrights must have a current Transportation Worker Identification Credential (TWIC) in order to work at Motiva. The process to get a TWIC takes several weeks - crucial man hours that could be lost if millwrights wait until getting called to Port Arthur before starting the TWIC process.

Mike Hines, a business representative for the SSMRC, said their members started preparing four years ago to get credentials in order for the Motiva job.

“We have an 800-member working local (Local 2232), and most have the credential, but we are seeing that millwrights coming from other areas don’t have it. They aren’t assigned until they’re deemed ready when called, and it could take up to 12 weeks to get the credential,” Hines said.

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 include port facility employees, longshore workers, truck drivers, and construction workers.

Wikipedia explains that “to obtain a TWIC, an individual must provide biographic and biometric information such as fingerprints, sit for a digital photograph and successfully pass a security threat assessment conducted by TSA.”

“Motiva would like everyone to have a TWIC card,” said Shane Ferguson, labor coordinator for Universal Millwrights. “We capture everyone who works with his hands, his head and his heart is a Union Millwright. Our members’ willingness to continually upgrade and share their skills is what separates us from the competition. We spend countless time and money investing in our union members. We are the ones with the training and skills to keep up with high demand and the ever-changing world of technology. The non-union sector believes it’s a good rule of thumb to invest one percent of the total replacement cost of rotating machinery on alignment tools and training on an annual basis. Our contractors invest so much more in our journeymen and apprentices, it’s up to us to be ready when the time comes to prove to them and the owners alike that we are the right choice.

The millwright apprenticeship and training program was able to fill 598 class seats in 2012 and accumulated 16,872 man-hours of class time. This is what it takes to stay ahead of the competition. Moving through 2013 as we are already, remember that all scheduled classes are posted on the website at www.southernstatesmillwrights.org. Please note that all classes begin at 7 am.

As always, when a class is needed that is not scheduled, we will work to make it happen ASAP.

Way to go, millwrights of the Arkansas/Oklahoma apprenticeship! Your hard work has and will continue to pay off.

The Mid-South Training Department is moving forward in acquiring a new training facility in Birmingham, AL. The new facility is approximately 27,500 total square feet, with about 8,000 square feet of finished area for classrooms and offices. This facility is in an excellent location adjacent to Interstate 65. The facility has easy access and is located in an area with good corporate neighbors. This facility also has adequate space for our future apprentice and member growth.

The TVA now recognizes our UBC rigging training for TVA-specific work. Millwright Instructor Mike Valentine took the initiative, successfully completed TVA’s Trainer rigging classes, and is qualified to deliver member training to meet their requirements. Mike is also now a TVA rigging Subject Matter Expert (SME). In the past, TVA instructors have only been permitted to conduct TVA-specific rigging training.

In December, the Mid-South Training Department Trustees approved funding for the cost of member training for Basic Plus and PowerSafe training. This shall become effective in early 2013 after member eligibility requirements have been established. There was consideration to fund Transportation Workers Information Cards (TWIC) but the approval to fund the cost was deferred until a written legal opinion was obtained from the Fund attorney. Since TWIC requirements are not related to training, Trustees questioned if training funds could be used for this specific cost and still be in accordance within the Department of Labor guidelines.

In closing, the Mid-South Training Department has had a very successful 2012 in delivering member training. We have had tremendous member participation in our enhancement training offerings and expect the trend to continue. Also, apprentice numbers have increased about 10% from the same period last year. For this success, I give credit to the coordinators and instructors that have worked so hard to ensure that our members are trained in the skill sets and safety training required to insure their employability.
SSMRC Selected to be First in Southern District to Participate in New Journeymen Leadership Program

A NEW LEADERSHIP TRAINING PROGRAM is expected to attract 10,000 UBC journeymen every year to the Carpenters International Training Center, and the SSMRC is leading the way as the first group of Southern District members to participate.

UBC Journeymen–Building Leadership for a Strong Future: A program spawned from success and feedback from the third-year apprenticeship leadership training. The program is meant to give journeymen a greater understanding of the UBC, the construction industry, and the important part they play in influencing the future of the UBC.

The SSMRC is the first group from the Southern District to participate in this program and will send 150 journeymen in June to the UBC’s International Training Center in Las Vegas to take part in the training.

“We want our journeymen to model best practices on the job, maintain a ‘can do’ attitude and mentor their fellow workers, especially apprentices,” said SSMRC EST Dennis Donahou. “We have many natural leaders among our members. This training will develop their leadership skills so that they can help create a strong group of younger members to lead our Council into the future.”

Program topics include the UBC’s history and heritage, transformational leadership, communication skills, and coaching and mentoring skills. Participants hear from General President Douglas McCarron, who presents the vision of the Brotherhood in a comprehensive, three-hour session. President McCarron is then joined by the participants’ district vice president and their home council’s senior leaders in a QA session.

The UBC’s goal is to bring 10,000 journeymen through the CITC every year for this program’s training.

“This leadership training is about pride and leaving the Center with a vision of ‘if it’s going to be its up to me,’ said UBC President Douglas McCarron as he spoke to SSMRC delegates at the recent Council meeting.

“Remember that when you’re retired, who’s paying your pension? That young apprentice, so we need to start now and make sure we have the best crews coming up behind you. We have enormous opportunities in the UBC, but when everything is stripped away, it’s still about helping our members be the best they can be for themselves and their families,” McCarron added. “This training focuses on achieving that for our journeymen, and to mold our apprentices into the leaders that we will need in the future.”

SSMRC Logs One Million More Working Hours Over Last Year’s Total

The move has paid off in not only satisfied customers, but also substantial work opportunities for the Council’s 5000+ members. In fact, the Council logged more than 6.5 million man hours in 2012, a full one million more man hours than its 2011 tally. Another success: There are 480 more millwrights working fulltime already in 2013, compared to the same time last year. And another win: All nine locals of the SSMRC increased in membership in 2012 over 2011, for a total of 101 more members. And 24 members have already joined in the first couple of months of 2013.

“When we saw a need for this Council three years ago, we knew it was a challenge, but we were confident that it was going to be very successful. The numbers you’re putting up shows that it worked,” said McCarron to the delegates of the SSMRC at its recent Council meeting.

“Unfortunately, we are excited to have this new training program in Texas and we are eager to share it with other millwrights. We cordially invite all millwrights from the SSMRC to come to Houston to benefit from the training and enjoy some Texas hospitality. Class schedules can be found on the SSMRC website under training, or you can call George Wright at 713-641-0275.

Representative James Rowland for putting that together for us. There were also demonstrations using an acrylic pump used for training as well as information about the training curriculum.

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