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The first quarter in 2016 was actually one of the slowest first quarters since the inception of our Council. The second and third quarters held higher than a four-year average, and with numbers for the fourth quarter still coming in, it appears 2016 is shaping up to be a success.

We saw the industry change slightly, with certain areas picking up the slack where other areas fell off a bit. While it is certainly a concern to see any part of the industry that we service drop off, 2016 definitely showed our ability to evolve with the ever-changing environment to keep our contractors supplied with good manpower and our members employed.

The investments are doing well. We are following trends within the market, while at the same time looking to enhance the relationships within the investment community that best benefit our Council’s long-term goals. With every passing year, the Council takes a step closer toward having a viable reserve that will allow us to survive during a financial down turn such as the 2008 recession.

I would also like to mention that the Council has been able to continue the ongoing support of our training programs and we have been fortunate enough to expand on training to better serve our contractors and the industry. This Council has never been, and will never be, shy about investing within. Where there is a need there is a way. We constantly strive to address issues and I do not believe we ever look to foster excuses.

Our membership is stable, but we are constantly looking to recruit individuals who possess the will and integrity to uphold and improve the high standards we set for ourselves. Fortunately, recruiting the lower-level apprentices is very simple to achieve. On the other hand, we struggle to recruit higher-level apprentices and journeymen. I ask each of you: If you know of an individual who has the ability to bring value to our Council, please invite them in. Recruitment for the success of our organization is everyone’s responsibility, not just the administration’s personnel. Let’s recruit the best, be the best, and watch everyone succeed.

I want to thank everyone—from the member to the contractor—for the effort we received to accomplish the many transitions our Council experienced this past year. I know that my transition
actually took place in 2015, but I personally appreciate everyone’s patience and help throughout 2016 with my transition from agent to EST. You all have given me a thorough education. Thank you very much.

We have had a transition at Local 729, with Mike Hines taking over the reins there. Many thanks go out to Mike, the members of Local 729 and the contractor base there. The future for Local 729 looks bright. With Mike’s transfer came the need for a new agent at Local 2232. The hiring of Dwight Murrah has been a success and Dwight has assumed the position flawlessly.

We also formed a new position within the council: A Nuclear Agent. David Bonds accepted the challenge and has done a wonderful job throughout the fall season getting his position up and running. David has worked well with everyone from the member to the existing agents, contractors and end users. Benjamin Todd was hired to replace David at Local 1421 and Ben (as we call him) has stepped in as the agent without missing a beat.

That brings me to the announcement of David Park’s retirement with a target date of June 30, 2017. Fortunately, our Council is in a position to hire someone to train under Mr. Park during his remaining service as business agent for Local 1554. We hired Steve Williams and we have high expectations for him. There is no doubt Steve will put his best effort to the task at hand.

Thanks to everyone for their great attitude and willingness to support these transitions.

I truly believe that within our Council, we function like a three-legged stool. Leg one: The Southern States Millwrights Regional Council staff. I cannot imagine having a staff any better than the one I have. They are all self-motivators who desire to succeed at any task set before them. Leg two: Partnering Training Funds that have directors and staff who work to insure the goals set before the Council are supported, and any training needs that arise are met with enthusiasm and effort. These individuals are a huge part of our success and they must not go unrecognized. Leg three: YOU—the Member. You are the face of the Council. Without you, there is no SSMRC. We all put our faith in you to show up on time, every time, fit for duty, ready to perform safe, professional, productive, work with great attitudes. By your hard work and never-ending effort, our contractors succeed. With their success comes our future...YOUR future.

I would like to thank each leg of this stool for their support in 2016 and well into the future. You all are the backbone that supports this organization. Together we are a stool that the industry can depend on; a stool that others can rest on, assured that their needs will be meet.

In closing I would like to leave you with a thought: “We all don’t need to see eye-to-eye to walk hand-in-hand.” Sometimes in our journey we do not agree with every aspect of the trip. This doesn’t mean we quit and go home. This means we look at each situation differently than before and we together work through differences. We adapt, we overcome, and we prevail for the benefit of all.

As your Executive Secretary-Treasurer, I thank you for the opportunity.

Sincerely,

Allen Wayne Jennings
Looking to Have a Productive 2017? Focus on Taking Care of the Man (or Woman) in the Mirror

Happy New Year, my brothers and sisters! 2017 is looking to be good and busy, with some nice, meaty work opportunities. Are you ready? How you handle the relationships in your life will have a direct impact on how successful you are. Elsewhere in this publication you will see and read about relationships with co-workers, employers, family, etc. Here, I want to focus on what I think is the most important relationship of your life: The man (or woman) in the mirror.

“Take care of yourself” isn’t just a warm and fuzzy phrase. In our industry, taking care of yourself means the difference between being a happy, healthy, employed millwright who works productively and gets called out to jobs, and a miserable, sick millwright who plods into work and watches the clock all day, waiting to get back onto the couch.

So, why not commit to a realistic resolution and get your personal house in order? I’m talking about addressing the whole ball of wax: Health, stress, and attitude. Nurturing the man-in-the-mirror relationship has a direct effect on not just your own career, but that of your co-workers, and ultimately, our union.

Let’s start with the simplest of measures and work our way up.

We have all been on a job and worked alongside the “dirtball.” Don’t be the dirtball. Good hygiene is essential to good health for you and everyone around you. The SSMRC is battling for every skilled, qualified millwright we can get to staff the jobs our contractors have won. While we recruit, your job is to stay healthy and not infect your co-workers, so that we don’t lose the talent we already have to colds, viruses, infections, or even anxiety and depression.

The World Health Organization describes hygiene as “conditions and practices that help to maintain health and prevent the spread of diseases.” Look at the man in the mirror—how’s his hygiene?

One of the most effective strategies to protect others and yourselves from illness is good personal hygiene. Wash your hands as much as you can, and keep your whole body free of bacteria with regular cleansing. Don’t cough or sneeze on others, wipe down items that you touch if you are unwell, put dirty tissues into a bin, and use protection when you may be at risk for exposure to germs.

Hand washing is tops on the “take care of yourself” list. Most germs are spread when we put our unwashed hands to our mouth, nose, or eyes. Hands and wrists should be washed with clean soap and water, using a brush if your fingernails are dirty. You should always wash your hands after using the toilet, before making or eating food, after handling animals, or if you’ve been around someone who is sick. Dry your
hands with something clean, such as paper towels or hot air dryers.

Good dental hygiene—regular brushing and flossing—keeps your teeth and gums healthy and prevents bad breath, which can be caused by diseases of the teeth, gums and mouth. Mouth washes, mouth sprays and flavored chewing gum can make your breath smell better for a while, but if you have a health problem in your mouth, you need to see your dentist.

Assuming you agree with my tips above, let’s look at a more complex strategy to achieve wellness in 2017. Are you exercising? Are you eating right? Are you at peace with family, friends, and co-workers? Do you have a spiritual life? Do you have a handle on your finances?

While wellness is grounded in physical health, to keep your #1 tool in your toolbox sharp (that being your body), you also need to manage your stress levels. This factor is one that, I believe, spills out onto the jobsite and affects not only your own productivity but the atmosphere and working conditions of those around you. And that, in turn, leaves an impression on your employer.

Taking the time to get your mind right, as well as your body, has not just health, but financial benefits. Poor health from illness or stress that causes absenteeism and reduced work productivity can result in loss of income, which then starts the spiral of stressing about money, job security, etc. etc. etc.

Recognizing the Role Financial Stress Plays in Overall Health
Creating a healthy workforce requires more than physical health. Financial security is another factor that influences overall wellness. Many American workers today are facing financial predicaments and high debt as a result of the current economy and a lack of education about financial principles. These situations can lead workers to enormous amounts of stress, which in turn can lessen overall wellness.

Did you know that 6 in 10 workers (58%) don’t have a financial plan in place to handle the unexpected? Workers facing debt and unstable financial situations reported their stress has caused occurrences of ulcers, digestive problems, migraines, anxiety and depression. Results even showed heart attacks occurred at rates between two and three times the national average for these overstressed workers.

As a result, employers are also feeling the effects of their employees’ anxiety. One in five (20%) workers have experienced a health issue that has affected their ability to get their work done, which can result in higher productivity losses for companies. Additionally, nearly half of companies (43%) surveyed estimated their average productivity loss stemming from employees’ concern over personal issues is between 11 and 30 percent, and productivity losses related to personal and family health problems cost U.S. employers $1,685 per employee, per year, or $225.8 billion annually.

A good, comprehensive personal wellness plan addresses and manages physical, emotional, and financial triggers. However, the success of any wellness program depends entirely on the level of participation and dedication from—yes, you guessed it—the man in the mirror.

What better time than a fresh new year with a good work load to really focus on proactive health management? Establishing a personal wellness program is the best first step in maintaining a healthy, productive and satisfied lifestyle. It’s not a stretch to say that health and wellness directly affects your paycheck, and the success of our Union. So, before the year gets away from you, go have a long look with the man in the mirror—and commit to making changes where needed. By doing so, your family, friends, co-workers and employer will thank you. Most of all, the relationship with that man in the mirror will never be better.


David Bonds Tapped to Lead the SSMRC’s Nuclear Efforts

The United States has 60 licensed nuclear power plants with 100 nuclear reactors and turbine generator sets, which provide electricity for 1 in every 5 Americans. Each facility owner must schedule planned outages to clean, repair and maintain the equipment, replace the fuel rods, and test valves and pipes. Some facilities estimate that they lose upwards of a half million dollars every day that the plant is in an outage.

Millwrights play a key role in these outages, because they have a niche in reactor-powered turbines and generators. They are not only trained, but also tested and credentialed to meet technical and safety requirements. They know how to get in, get the work done safely, accurately, and quickly, and get out.

Almost half of the USA’s nuclear plants are in the southern 11 states—the same area serviced by the Southern States Millwright Regional Council. Hundreds of SSMRC millwrights are needed every spring and fall at these facilities to staff the outages.

To meet this manpower demand and create efficient, streamlined working relationships with plant owners and contractors, the SSMRC established a Nuclear Industry office in Arlington, Texas.

"Our intent is to have one point of contact for owners, employers and millwrights to streamline the process of getting proper manpower for the outages during peak times of need, and to address and resolve problems or concerns quickly," said Wayne Jennings, SSMRC’s Executive Secretary-Treasurer.

To spearhead this initiative, Jennings named long-time Council leader David Bonds as the Council’s Nuclear Representative. David is a near 40-year union millwright, having worked in nuclear plants from Virginia to Texas throughout his career. He became a business representative and union officer 20 years ago, and also served as Training Director for a time.

“David’s knowledge of the industry and his ability to provide experienced, qualified and motivated millwrights is an integral part of Siemens Generation Services’ success as an industry leader in nuclear power plant turbine generator maintenance.”

Anna Rademakers, SGS Nuclear Field Service and Payroll Department Manager

“When we send millwrights to an outage, they bring with them a promise that our skills and experience will keep the project on time, that the crews will be prompt and work safely and accurately, and that they will be jobsite leaders who establish a solid work environment,” Jennings said.

Relationships are key in the nuclear industry, especially between owners and contractors. Staffing starts about three months before the outage to get credentials and background checks in place. And, different plants have their own set of requirements that need to be honored and managed.

Bonds’ first test was the Fall 2016 outage season: 350 millwrights were needed to work outages at Arkansas Nuclear One, St. Lucie, STP, Farley, Sequoyah, and Browns Ferry.

To prep, he gathered a mountain of Intel about his new client base, and contacted

6 THE MILLWRIGHT SOUTHERNSTATESMILLWRIGHTS.ORG
employers, millwrights and SSMRC staff for information and insight. He met with industry leaders in Louisiana, Alabama and Mississippi, and attended outage-planning meetings with contractors and owners.

“They each provided information from unique perspectives. The information was diverse in many ways and the same in others. Through such discussions, I gained insight and developed a method to meet our customers’ needs,” Bonds said.

“We were able to cover all requests, from turbine millwrights to balance of plant millwrights,” Bonds added. “Our customers were happy, and that’s our biggest indicator of success.”

“Having one point of contact for staffing our southern nuclear outages is a great benefit to Atlantic Plant Maintenance. The streamlined process the SSMRC has in place for gathering resources is seamless, and David is a great fit for the program,” said Marc Campo, APM General Manager. “With the large Spring 2017 outage season ahead of us, David and his team will play a role in staffing these projects and ensuring a quality workforce for us contractors.”

Primary contractors working closely with Bonds and the SSMRC Nuclear office are Siemens Generation Services (SGS), APM, and TurbinePROs. Work is done for Duke Energy, Southern Company, South Carolina Electric & Gas, Florida Power & Light, Tennessee Valley Authority, Entergy, Luminant, and STP Nuclear Operating Company.

“David’s knowledge of the industry and his ability to provide experienced, qualified and motivated millwrights is an integral part of Siemens Generation Services’ success as an industry leader in nuclear power plant turbine generator maintenance,” said Anna Rademakers, SGS’ Nuclear Field Service and Payroll Department Manager. “When we are successful, it is a Win-Win-Win: a win for the millwrights, a win for Siemens and a win for the power plant owner.”

This coming Spring, Bonds and the SSMRC will be staffing 13 outages that will need about 1000 millwrights – all with the proper training, certifications, and security clearances in place and ready to go.

For more information, contact:

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Today’s union membership recruiting environment presents challenges and difficulties unique to our times. There are many modern conditions that have to be maneuvered around, mitigated or dispelled if we are to succeed in establishing a trend of adaptability and growth into the future.

Anti-union sentiment, for example, is perhaps the strongest it has been since the early 19th century. Old (uninformed) prejudices among executive class people seem to dominate the landscape. Unfavorable governmental labor laws regarding organizing and union rights not only already exist, but more could develop.

Yet despite all of these factors, Americans’ approval of unions is now at its highest point in decades. People are recognizing the connection between unions and balancing the economy, allowing workers to come together to build a better life for their families.

A 2016 Gallup poll found that support for labor unions is now at an impressive 58 percent, a rise of 5 percentage points since 2008. According to that same poll, Americans in the 18-35 age-group are the most supportive and have a favorable view of unions.

The SSMRC has continued a moderate but steady growth since its inception. Why this contrast? Consider this:

Most of the millennial generation believes that traditional union ideas, such as collective bargaining, is a solution to issues such as the gender pay gap, which is completely absent under SSMRC policies.

Older generations—which collectively battle escalating healthcare costs, drastically underfunded private pension plans, market crashes and frequent loss of retirement funds—are looking for solutions, and are realizing that unions have had these issues at the forefront of our concern for decades. Protecting pensions and providing healthcare is another primary goal of the SSMRC.

Shoulder to shoulder, the SSMRC moves into the future with workers and industry as partners: A mutual partnership and a win-win situation for everybody.

These issues, this landscape, and the political climate show a current workforce of this nation ripe and ready for change. SSMRC apprenticeship and journeyman skill-enhancement training, our recruitment program, and our industry and student outreach programs are all examples of relationships that the SSMRC aggressively cultivate in order to be a solution to the southern construction industry.

Shoulder to shoulder, the SSMRC moves into the future with workers and industry as partners: A mutual partnership and a win-win situation for everybody.

We are training for today to meet the needs of our industry. We are recruiting for tomorrow to address the concerns of a future workforce. Shoulder-to-shoulder, the SSMRC moves into the future with workers and industry as partners: A mutual partnership and a win-win situation for everybody.

Solutions already exist; they just need to be embraced.
Let’s really stop and think about what we often hear about skilled labor in the United States—that the USA doesn’t have enough skilled labor to meet the demands of the construction industry.

For millwrights, the labor shortage is our chance to turn lemons into lemonade by turning one of the many advantages of membership in the Southern States Millwright Regional Council – unlimited, unmatched training – into a passion.

The southern United States has an incredible amount of work for millwrights. So, when SSMRC Business Representatives and our contractors compete for that work, it is absolutely critical that we deliver crews with superior skills on those jobsites. Our Council aggressively markets the skills of our members. We say we have 5,400 well-trained millwrights who are ready to staff any jobsite in any specific industry that utilizes the millwright craft.

It’s all of our jobs to deliver on that promise. When our members perform productively, accurately, and safely, our staff leverages that success to market the SSMRC and win more work – which gets more man hours for our members. The more we deliver, the more work we win, the more money we make.

How do we do that? Well, apprentices are bound to a schedule to complete for graduation. The key to our future rests with our journeymen. You’ve earned the right to be called a skilled craftsman. But in today’s construction industry, you can’t take anything for granted. Like every industry, millwrighting is evolving.

**Fast-emerging technology in materials, tools, and installation or maintenance methodology is prompting end users and our employers to increase certification and qualification requirements of millwrights.**

Education and skills training are only going to get more and more critical for us to even be allowed on the job site. The ability to master new technology and techniques will set you apart from the pack—and help to keep you gainfully employed.

One point to understand about today’s industry is this: You might have 10, 20 or more years’ experience in our craft, but without the training records to go along with it, it really doesn’t matter what you have done. A paper trail with current and up-to-date training is a must.

One thing to understand is that you can never be too busy to sharpen your skills and develop new ones. Upgrade training opens up a wealth of new employment prospects and allows you to grow and evolve as a craftsman.

I hope all of us see the value of our training and positive work attitudes. We need to step-up and train and help each other in order to grow. Training is our shot at capturing the work that’s out there for the taking. Hockey great Wayne Gretzky once said “you miss 100% of the shots you don’t take.” Let’s make this shot count. We all are depending on you to make it.
By Paul Jones, SSMRC Texas Training Director

The Texas Carpenters and Millwrights Training Fund has purchased a building in Pasadena, Texas, which will be remodeled to become the new Houston area training center. The new training center will be state-of-the-art, with the most modern technology available for classrooms, as well as excellent training equipment and training mock-ups for hands-on training. It will also feature the UBC’s modern curriculum and training materials.

About one third of the building will be reception area, offices, classrooms, conference room, etc. There will be eight classrooms, some of which can be combined into larger spaces for large classes, meetings, etc. Two-thirds of the building will be an open shop area. The Millwright shop will include an area for welding, areas for pump and alignment classes and extensive equipment for compressor training featuring both reciprocating compressors and centrifugal compressors.

The building is located at 5500 Spencer Hwy, at the intersection of Spencer Hwy and Beltway 8 (Outer Loop). This is a high visibility location in a highly industrialized area where a lot of petro-chemical industry projects are.

Having our millwright training capabilities so close to active job sites is an obvious advantage and the primary reason for moving our Houston program to this address instead of renovating our existing Glen Vista facility. In addition:

- The new building is 51,600 sq. ft., which is larger than the four buildings at the present training center, combined!
- The property will have more than adequate parking, a frequent problem at the present location.
- At the new location, all of the carpenter and millwright training will be under one roof.
- Being close to jobsites also increases our visibility to visiting contractors.

The new training center will enhance the training we provide to apprentices and journeymen, and that benefits our employers and their customers.

Florida welding instructor Tim Hurd, a member of SSMRC Local 1000, is a near four-decade veteran millwright. He recently benefitted from the UBC’s training capabilities by taking a virtual welding class, where he learned to operate the machinery and leverage its benefits to hone the welding skills of Florida millwrights (pictured).

Virtual welding is an effective tool because it helps welding instructors provide instant feedback to the trainee during practice without the added expense of expendables.

The Millwright
SouthernStatesMillwrights.org
One of the most important aspects of fostering a great working relationship is being responsive to others. I think we were able to illustrate that attribute recently when our employers, our training department, and the SSMRC leadership all responded to each other’s needs in a timely manner that will translate into more work opportunities for our membership.

Some of our contractors found a need for more highly specialized-trained millwrights regarding bearings and couplings for the pulp and paper industry. They approached EST Jennings and asked him to meet this need. EST Jennings, in turn, relayed the situation to me, and we created a committee from our training staff to assess the situation and solve the problem.

That committee consists of myself, Tim Story, Shon Douglas, Jimmy Jordan, Mike Valentine and Ed Wright. We took a look at existing material from the Introduction to Millwright, Pump Repair and Mechanical Power Transmission courses, then built a new bearings and couplings course to prepare our members in the skills our employers requested.

I am proud to be a part of this teamwork effort among the employers, the training department, and the Council to respond quickly with a solution that will benefit many of our members and help our employers bid for more work. I think it showed our employer that we will remain responsive to their needs, which in turn should strengthen our working relationship with them.

And, the timing for creating and launching this new course couldn’t have been better. One of the goals for the Council is to increase the saturation rate in pulp and paper facilities. Delivering this training through collaborative efforts between the training department and Council also illustrates to the industry that the Southern States Millwrights will do whatever it takes to keep our contractors staffed with professionals who are trained in exactly what’s needed in our industry.

Most everything is in place to launch our new bearings and couplings training, including a thumbs-up from the employers who requested this training after reviewing the coursework. We will start training in the first quarter of 2017. If you are interested in this training, please contact your local training center as soon as possible.
I have had the privilege of representing the Southern States Millwright Regional Council for over a year as its Executive Secretary-Treasurer. I can say that in the past year, I have been educated on just how much effort it takes from us all to maintain, cultivate, and foster the relationships needed for all of us to succeed.

Union administration, rank and file, contractors, fringe benefit plans, and contracts—these are all controlled by relationships. Relationships that, at times, are stretched to such limits that it seems they will break. One thing I have noticed is we all desire to find a way to make our common efforts work. We all must give and take, compromise where needed, and reward where deserved.

The Union & Its Members
I would like to start by examining the relationship between the union and its members. These members range from the first-period apprentice to the seasoned journeymen and even the retired. Most members join the union out of a desire to provide for themselves and their families. They are looking for a promising career that pays a reasonable wage, offers some sort of health and welfare program to assist with the struggles that life throws their way from time to time, and a pension that will allow them to retire comfortably.

In fact, that is what the union promises and promotes. You could say that's the sales pitch: Here are our standards, and this is what we offer: Join today and we will supply you with a tuition-free education. You can learn as you earn. If you are looking for a career and have the same beliefs that we do, join our team and we will assist you with the development of your career. We will help to manage a fair wage, health and welfare benefits for your family, and a pension plan for when you grow old.

Individuals look at the offer and decide: “Should I or shouldn’t I give it a shot?” Some join and some do not. For the ones that do join our organization, it is usually a learning curve of how everything works, from the apprenticeship program and dues structure to referral systems and benefit programs. This is a lot to take in and it is way too easy to become misinformed on these issues. So, especially given all the changes in our country today I encourage you to educate yourself on the many different aspects of the union, whether you are a new member or a seasoned journeyman.
When you join, you solemnly and sincerely promise on your most sacred honor to abide by a given set of self-imposed morals and standards. I want to make sure we all understand this next part: At that time, you are not just joining a union, you BECOME the union.

Ask yourself: Do I take this seriously or am I just looking for a paycheck? If you take your commitment seriously (as I hope you do) will you abide by the UBC’s constitution? Do you observe the bylaws and trade rules? Are you obedient to authority, orderly in meetings, respectful in words and actions, and charitable in judgement? Do you strive to strengthen our organization or do you just do enough to get by and let others work through the difficult tasks?

Brothers and Sisters, please remember this: YOU ARE THE UNION. As a rank-and-file member, you are tasked with maintaining the moral compass and high standards that we offer our partnering contractors. Our deliverable is the hard work and skilled productivity that you supply on the jobsite. Our success and our failure rest squarely on your shoulders. We must partner with contractors to insure a future for all generations to come. Remember - you are the most important; YOU ARE THE UNION. Your actions will maintain and perhaps cultivate new relationships that keep us all working. We must be safe, professional, productive millwrights with great attitudes. Thank you for all you do.

The Union & Our Contractors

Now let’s speak to the contractors and the relationships we need with them. Many of us could take a trip down memory lane and bring up the past where perhaps our relationships were not the best. I will not get caught in that trap and I promise this to you: I will look only to the future and only to building relationships that benefit us all. Over the last year or so I have had the opportunity to speak with many of our contractors. I find myself asking you all to help educate me: What can the SSMRC do to help you grow your business? With your growth, the growth of the SSMRC follows. I hear overwhelmingly one thing: “If you could supply me with more highly skilled workers, I could grow my business.” Let’s remember the relationship.

Let’s look at a few steps we have taken. My predecessor (UBC Southern District Vice President Dennis Donahou) led the charge to standardize Millwright apprentice training across the Southern District. He steered getting all Millwright training programs to institute fulltime daytime training that requires 200 hours of training annually through the apprentice programs: 120 hours are dedicated to a core curriculum that every apprentice throughout the Southern District receives. Another 80 hours is directed by the local training director with contractor input in order to deliver training that most reflects the industry needs within their servicing area. We have had time to analyze the results of this and in some cases and in some areas, we have adjusted the training to better serve the industry at hand.

Continued on next page
This is a huge step toward supplying our contractors with well-trained Millwrights.

While we are on this subject, I would like to remind the contractors about an important part of our relationship. We all know that an apprentice must complete On the Job Training (OJT) as well as classroom training. This is also an area that strains our relationship. You need journeymen; we want to supply journeymen. But, we must maintain a viable path for the apprentices to journey out. We must have the opportunity to work our apprentices...your apprentices.

We all understand that OJT requirements are seven-to-eight times higher than class time. This can only be accomplished through work opportunities. It takes an apprentice a minimum required attendance of 200 classroom hours and 1,300-to-2,000 OJT hours annually to advance. The Millwright curriculum requires most of these classes to be built off of one another. An apprentice who misses his required class and doesn’t make it up could potentially lose the opportunity to advance strictly because of the nature of the class schedule, even though the schedule accommodates the majority. This relationship between the union and the partnering contractor is a must for us (contractor and union) to build a skilled workforce.

The relationship between the union (administrators and rank-and-file) and the partnering contractor doesn’t stop there. It takes a great relationship between labor and management to sit across the table and negotiate agreements where we find common ground for the advancement of all. Agreements must compensate workers with a fair wage and keep the contractor in the competitive market. It takes relationships to manage health and welfare plans that offer the members, your employees, good - if not great - coverage. It takes relationships to manage pension plans to provide the member, your employees, a benefit that allows them to reap a bit of the reward for the wealth they help to create throughout their career. It takes a great relationship for the contractors to put their faith in the union to ensure successful projects that are completed safely by professional, productive millwrights with great attitudes.

In closing, I hope I have hit a nerve with the reader. I hope that everyone who reads this article realizes how important each participant is in this journey. I hope everyone who reads this is inspired to nurture the existing relationships that we have and to do everything within your ability to cultivate new relationships. Let’s agree to have those hard discussions, let’s all do our part to ensure success for all, let’s support each other’s role in training the workforce of tomorrow. From the contractor to the member, we will only accomplish our goals and advance our interest through great relationships.

Union administration, rank and file, contractors, fringe benefit plans, and contracts—these are all controlled by relationships.
Dear Brothers and Sisters:

It’s unfortunate that we, as the premier labor union in North America, must address the problem of members showing up for work under the influence of drugs or alcohol. The vast majority of our members are smart men and women who understand that coming to work sober and alert is not only good for their careers, but it’s also a life-saving decision for you and your co-workers.

Fitness-for-duty means that an individual is in the correct physical, mental, and emotional state that allows him or her to perform work assignments in a manner that does not threaten the safety or health of themselves, co-workers, property, and the public.

I could fill this page with statistics of how impaired millwrights seriously and adversely affect productivity, safety, and morale—you know that as well as I do. What I want to talk about are the intangible effects: the actions of a few affect the relationships for thousands, and how those damaged relationships affect our ability to provide a good quality of life for all of us.

Our union works hard to open doors for our members to work. Living in a right-to-work region means we start each day at a disadvantage. Building relationships with owners and contractors—based on trust, honestly, hard work—are our most potent assets to get union millwrights on a jobsite.

It’s working. By demonstrating our commitment to safety, customer service, unmatched skills and a can-do attitude, we are winning work with companies that have long been hostile to unions. But all it takes is a millwright showing up under the influence of drugs or alcohol to shred that relationship. It also puts a brand on you and the SSMRC that will follow you and your union for years.

Developing a reputation as a union full of unreliable and unsafe workers puts all of that relationship-building at risk. The Southern construction industry is a tight-knit community. Everyone knows everyone else, and there is no such thing as an isolated incident. News of an impaired millwright spreads quickly, and typically results in severe and irreversible consequences.

The UBC has—and aggressively implements—a zero-tolerance Fitness-for-Duty policy. I couldn’t endorse that position any more strongly than I do, as does your EST, your business agents, and your co-workers who aren’t interested in working side-by-side with someone who is impaired.

Members who fail drug tests face more than the humiliation and loss of pay that comes from being thrown off a job. They risk fines, suspension, or possible expulsion from the Brotherhood.

In the member section of the SSMRC website (southernstatesmillwrights.org), there is a new “Health Section” that includes practical, helpful information about remaining fit for duty. It even includes procedures to follow for working while taking medication prescribed by your doctor.

This is a serious topic, but it is a situation that can be alleviated with common sense, respect for your co-workers and employer, and loyalty to your union. Don’t make an already hazardous profession even more dangerous, and don’t ruin the crucial relationships that we are building with our customers and employers so that we can all earn a living.

If you feel you need assistance with beating substance abuse, talk with your business agent or your family doctor. Do what it takes to remain fit for duty, every day. We are all counting on you.

Yours in Solidarity,

Dennis Donahou
UBC Southern District Vice President.

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UBC Southern District Vice President.
Natural Born Millwright Turns Passion and a Partnership with the SSMRC Into Thriving Business

It took three days for Roy Blackwell to finally read the brochure on laser alignment equipment that a friend gave him. Once he did, he immediately called the supplier and ordered the equipment—and Roy Blackwell Enterprises was born.

That was back in 1997 and it was a bold decision that Roy says changed his life. Now nearly 20 years later, the company (RBE) has grown from Roy as the only employee to 30 skilled union millwrights. And from one piece of laser equipment, the Optalign Plus, to six lasers, including the FARO Laser tracker.

All precision equipment, whether rotary or machine tool, must be aligned in order to deliver accurate and quality results. When equipment is not aligned it affects production. When production relies on multi-million dollar machinery and equipment to run properly, efficiently and profitably, it’s critical that installation, maintenance and repairs are done fast, safely and correctly the first time.

Roy Blackwell Enterprises knows the key to repeat customers and referrals is the service they provide, and that the longevity of the company depends on their customer’s satisfaction. That’s why they strive to be the industry standard for service through their professionalism, integrity, timeliness and attention to detail.

As one of the regular contractors at the Valero Refinery in Memphis, RBE has had an average crew of 8-10 millwrights onsite since 1998, performing maintenance on compressors, pumps and rotating equipment.

Valero Refinery Vice President and General Manager Mark Skobel said: “Roy’s work is vital to the 24/7 operation because the equipment is the backbone of the process.”

That process is responsible for production of approximately 195,000 barrels per day of light, low-sulfur crude oil at the Memphis refinery.

Valero employs up to 160 contractors on site, with up to 30 regular contractors.

“Roy Blackwell Enterprises is one of our top nested contractors. They focus on safety. They are responsive to our needs and always do quality work. You see Roy’s professionalism through his employees,” said Skobel.

“I remember thinking, ‘This is what I want to do. I love this work. This is my life’s ambition.’ I haven’t looked back since.”

Roy Blackwell

A key decision that placed Roy Blackwell Enterprises on the map is choice of manpower. By partnering with the Southern States Millwright Regional Council, RBE is staffed with professionals from Local 1554, who are completing projects safely and on schedule with fast, accurate installations, maintenance and repair.

“I know when I call the Union Hall, I’ll get someone with the skills and knowledge to do my work,” Blackwell said.

“Performing work safely is in the DNA of SSMRC millwrights. And a safe work site starts with comprehensive training for every millwright on every project,” said David Park, Council Vice President and Business Representative for Local 1554.

“Our job is to support contractors like Roy Blackwell Enterprises with millwrights who have the training and experience to meet every challenge they face on the job site.”

Solving customer problems with a focus on service

When Roy Blackwell Enterprises gets the call, that usually means a company is down—planned or not—so it’s critical to get the system up and running as fast as possible because no production means lost revenue.

“Our responsibility is to do the job right the first time, on time, and to do it safely,” said Larry Avist, Vice president at Roy Blackwell Enterprises. “Our customers know those goals are our priority, and now they know that our manpower will deliver on that promise.”

That’s what happened recently at an outage for Glasteel, a subsidiary of Stabilit, manufacturer of reinforced fiberglass plastic panels and polycarbonate and PVC products. Glasteel had a motor issue with the blower for their Radial Thermal Oxidizer.

“Our plant relies on this machine, and it was critical for the work to get done while we were down,” said William Matthews, Maintenance Manager for Glasteel.

The enormous scrubber destroys Hazardous Air Pollutants, Volatile Organic Compounds and odorous emissions that are discharged during the manufacturing process. Roy’s team worked on the motor, rebuilt the pillow block bearings and aligned the motor and blades for the blower.

“The whole process worked like a Swiss watch—I could not have asked for any...
“Roy Blackwell Enterprises is one of our top nested contractors. They focus on safety. They are responsive to our needs and always do quality work. You see Roy’s professionalism through his employees.”

Mark Skobel, Valero Refinery Vice President and General Manager

better. Roy even gave me some tips to identify signs of bearing failure on our high horsepower blower,” said Matthews.

The evolution of customer-focused service

When Roy Blackwell Enterprises started in 1997, it primarily served the oil and gas industry. As the company grew, it branched out to serve many industries that require precision alignment for their equipment.

Blackwell supplies mobile teams to provide services throughout the Southern United States. It tailors services to the customer’s specific needs and requirements by providing alignment teams to help support an in-house maintenance crew, assist outside contractors, and provide complete alignment services that minimize in-house involvement.

In addition to precision machinery alignment and installations, Blackwell also offers:

• Laser shaft alignment to help prevent problems due to vibration, bearing and coupling failure and mechanical wear to parts.
• Precision leveling services to keep high speed rotating equipment running at peak performance and avoid common maintenance problems like excessive axial vibration.
• On-site maintenance and repair services available 24 hours a day, 365 days a year to help reduce production down time.

Passion, dedication and partnership

Growing up in Munford, Tennessee around an auto shop, Roy was always doing mechanic work. In 1969, he joined the Millwright Local before working with Grace Chemical for 11 years, then Schering Plough for 9 years.

But it wasn’t until Blackwell read the laser equipment brochure that his future became clear. He recognized the amazing potential laser alignment would provide with its improved efficiency and technological advantages.

“I remember thinking, ‘This is what I want to do. I love this work. This is my life’s ambition,’” Blackwell said. “I haven’t looked back since.”

From the start of Roy Blackwell Enterprises to the present, SSMRC Local 1554 has been right by his side the whole way. But it’s more than just the skills and knowledge of the millwrights.

“The union has been like a family to me. We all look out for each other,” Blackwell said.

David Park believes “SSMRC’s conviction in training millwrights to understand the value of contractor partnerships has been a key to the successful relationship with Roy Blackwell Enterprises. We train our millwrights to not only take pride in their work but ownership of the project.”

The future continues to look bright for the company. Roy’s son, Thomas Blackwell, a natural born millwright himself, is now President of Roy Blackwell Enterprises. Vice President Larry Avist, who worked in the petrochemical industry for 30 years, is a newer addition to the company. Blackwell says with the leadership in place and the manpower supplied by the SSMRC, he expects to continue providing his customers with the level of work they expect and deserve.
When Southern States Millwrights began work on the construction of the Big River Steel Mill in Osceola, Arkansas in November of 2015, the job was originally meant to only last a few months. But because of the millwrights’ delivery of safe, productive and accurate work, the union contractor was asked to stay on and tackle more work.

The project is nearing completion with a week or two left to tie-up loose ends and load-out equipment, and the Southern States Millwrights continue to turn out safe, productive work daily.

“The SSMRC millwrights showed a willingness and a want to get the job done. And I give them high marks for their focus on safety,” said Rob Dolacki, Construction Manager with Stevens Engineers & Constructors.

The millwrights were tasked with installing equipment, performing precision alignment, welding and rigging in the Tandem Cold Mill, Skin Pass Mill, and Batch Anneal Furnace installations.

Gary Wharton, project manager with Stevens Engineers & Constructors, said the millwrights also assisted in installing exit end equipment at the Hot Strip Mill when Big River Steel needed to meet critical scheduling requirements.

The jobsite employed crews of 10-24 millwrights at a time, representing SSMRC Locals 216 and 1192. They netted more than 5,000 hours in the first two months, and then nearly another 40,000 hours in 2016.

Contributing to History

Working on the project also means being part of history. Big River Steel is the world’s first Flex Mill, which means it merges the wide...
product mix and superior grade capabilities of an integrated mill with the technological advances of a mini-mill. But, you can’t have a Flex Mill without the essential equipment for production. And starting in December 2015, the millwrights helped install the mill stand shoe plates in the TCM.

“The alignment of the shoe plates is critical because this determines the location of the housings and their final alignment—and ultimately the alignment of all the equipment inside the mill,” Wharton explained.

“The tolerances for the shoe plates are .002 of an inch for level and line over the distance of the length of the shoe.”

Once the shoes were set and sold off, the mill housings were rigged into place and set on the shoes. The housings weigh approximately 110 tons each.

“There is a machine fit from the housings to the shoes that is so tight when the shoes are landed in position, that you cannot see the gap with the naked eye. This is why position is so critical,” Wharton added.

Another critical contribution from the millwrights was helping install the mill housing separators, which are also machined and keyed, and tie the housings together. While the housings were being set, they also installed the Main Mill motors and pinion gearboxes. The motors weigh about 30 tons each and have to be aligned within .002 of an inch.

Other work on the project included installation of the inner stand equipment, automatic roll change cars and backup roll sleds, plus two tension reels which coil the final product and several coil transfer cars, and walking beams that carry the coils to the shipping bay.

The millwrights also installed an inspection station with a strip turner and other ancillary equipment such as a walking beam conveyor.

Big River Steel is the only North American mill to connect an Electric Arc Furnace with a Ruhrstahl-Heraeus degasser, which is able to achieve “world class carbon and nitrogen levels that are required by more advanced products,” according to the company website.

“This is a landmark facility for Arkansas and the United States, and the Southern States Millwrights are remaining diligently focused on getting their work done far beyond the satisfaction of our employer and the project owner,” said Wayne Jennings, Executive Secretary-Treasurer of the SSMRC.

“We worked very hard to be a part of this historic facility’s construction, because we know that our work product will ensure the creation and efficient operation of a world-class facility for years to come.”

Big River Steel expects to produce 1.6 million tons in its first phase of hot rolled, hot rolled pickled & oiled, cold rolled, cold rolled lamination and galvanized steel, consuming about 2 million tons of metallics annually.
Local 1554 members Philip Milam and Dwayne Cherry fit oil seals at the TVA Cumberland City Steam Plant. There was an average eight Southern States Millwrights on the Fall 2016 outage. The job was completed on schedule and without incident for contractor Gubmk Constructors. Great job, everyone!

New Staff Members Named for Locals 2232, 1421, and 1554

The Southern States Millwrights Regional Council has added three veteran millwrights to its staff of Business Representatives.

Benjamin Todd of Wills Point, Texas will serve North Texas as the new Business Representative for SSMRC Local 1421. Ben was brought on board when David Bonds assumed his duties as Nuclear Representative for the Council.

Dwight Murrah of Houston, Texas is the new Business Rep for SSMRC Local 2232. Dwight filled the open slot when former 2232 Rep Mike Hines moved to New Orleans to replace Kevin Curley when he retired. Dwight will focus on the Houston and San Antonio areas. Both Benjamin and Dwight also hold positions on their Local’s executive board and are accomplished millwrights with multiple certifications and qualifications.

In Tennessee, Steve Williams of Gulfport, Mississippi is the new business rep for Local 1554. Steve has worked with many contractors at various plants, most recently working with Siemens Generation Services for the last few years as a craft labor supervisor. Steve joins existing LU 1554 Business Reps David Park and Jamie Donald.

The SSMRC thanks Local 1263 member Justin Cloud, also a Sergeant in the Georgia Army National Guard, the 848th Engineering Company for answering the call to duty to help his fellow Americans.

Sgt. Cloud (pictured, center) was activated to assist in the aftermath of hurricane Matthew’s affect on Savannah, Georgia. Sgt. Cloud and his fellow soldiers were tasked with clearing debris from roads and other access routes to allow emergency vehicles in and around the area.

Thanks for your service, Justin!

Industry Outreach Helps Build Relationships at All Levels

Part of our strategy to build relationships that help win work for our members is to interact with the various members of the construction industry. For instance, we recently exhibited at the 45th Turbomachinery & 32nd Pump Symposia in Houston. Our booth was operated by Council staff, who had the opportunity to meet and network with construction industry professionals from a variety of industries. In the photo: Local 2232 Business Representative James Rowland (right), meets with Tom Derrah from Business & Industry Connection (BIC) Alliance.
Local 1263’s Gary Cook Recognized with Safety Award

Congratulations to Local 1263 member Gary Cook, who recently picked up a Safety/Quality Recognition award for his work at the Savannah River Remediation (SRR).

Recently, while Gary and his fellow millwrights were working on assembling pumps, Gary was inspecting his work area and noticed the adjacent pump platform had cracks in the tube steel supports.

He barricaded the platform off and notified his supervisor, who alerted the facility manager. Two sections of the tube steel supports were identified: One with cracks approximately 6-feet in length and the other about 3-feet in length.

Gary’s attention to detail and Situational Awareness in the Workplace helped prevent further damage to the platform and the potential of someone being seriously hurt.

Gary was presented with a certificate of appreciation by SRR and a Lowe’s gift card. Thanks, also, to Tony Farmer, area superintendent, for nominating Gary for this honor.

Leading the Way Everyday

Across our 11-state Council, leaders at all levels—from the union hall, jobsite and training center to the administrative offices—fuel the success of the SSMRC everyday. Thank you for your leadership!
Member Leaders are Emerging Across the SSMRC

Since the start of leadership training throughout the United Brotherhood of Carpenters, the Southern States Millwrights have capitalized on the opportunity to refine their relationship and leadership skills.

In fact the SSMRC was chosen to be the first Council in the UBC to take the Journeymen leadership course when it launched a few years ago.

These outstanding men and women are 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 how professionalism, 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 the UBC, industries served, and the important role they play for both.

In the UBC Journeymen: Building Leadership for a Strong Future training, Journeymen develop leadership, mentoring, coaching, and communication skills, and learn to engage with newer members and lead by example, all while promoting positive work environments and productivity on the job.

Congratulations to these leaders for committing to setting the tone on our jobsites and helping to ensure that SSMRC’s signature deliverables — productivity, skill, and safety — are the results of our work, every day.

Congratulations to these members on their commitment and dedication to the SSMRC and the UBC.

3rd Year Apprentice Leadership Graduates

Ricky Adams
John Allen
Josh Allen
Ronald Alred
Kyle Altnman
Miguel Amador
Gray Andrew
Gray Andrew
Bill Arceauexa II
Christopher Argue
Anthony Ashley
Travis Atkinson
Steven Austin
Edward Bailey
Michael Bailey
Bradford Baiff
Roderic Baker
David Baker, Jr.
David Baker, Sr.
Philip Bailey
Matthew Barlow
Corey Barnett
Robert Jess Barnett
Mark Barnett, Jr.
Brandon Barrow
Matthew Bartles
Christine Barton
Micah Bean
Marlon Beary
Robert Becker
Frank Bedwell
Jeffrey Begley
Edward Bentrum
James Berry
Cody Billings
James Billings
Dustin Bingham
Braxon Blitner
Colton Blair
David Blair
Marty Boatwright
Joshua Bollieu
Robert Boshears
Lewis Bostick
Christopher Bowen
Jason Braddy
Donavan Brashadow
James Brooks
Henry Brown
Robert Brown
Yoannan Brunson
Anthony Buchanan
Cody Buckhanon
Crag Buckhanon
Royal Burdick
Corey Burkett
Kory Busch
Barry Cagle
Stephen Caldwell
Mitchell Cambrnon
John Charney
Michael Campbell
Timothy Campbell
Nigel Capers
Kristopher Carpenter
Mycock Carter
Michael Carver
Justin Cash
Charles Centers Il
Curtis Cherry
Jessica Cherry
Isaac Childress
Argus Chropher
Argus Christopher
Fox Christopher
Fox Christopher
Tracy Church
James Clark
Rance Claypool Jr.
Marcus Cochran
Christopher Coleman
Jason Coleman
Anthony Collard
Albertus Conner
Dalvin Conner
Dylan Cox
Charlie Crabtree
Will Craig
John Crawford
Matthew Creel
Christopher Crocker
Randall Crosby
Michael Zane Culbreth
Chace Cuthbertson
Dylan Davis
Shaun Day
Robertta Deel
Justin Dees
Matthew Delano
Garrett Denney
Juan Demordy
Joseph Desseelle
Jason Dickson
Derek Dittert
Pamela Dixon
Jennifer Doherty
Brian Donnelly
James D’Ostroph
Nicholas Dover
Samuel Duxkworth Jr.
Jamie Duncan
Maurice Duncan
Ronald Dupuis
Christopher Durham
Christopher Steven Durham
Jamie Earnest
Joshua Eason
Frantton Eaves
Jonathan Eddy
Dalton Edwards
Donald Egan
Sean Epps
Jantzen Estell
Javier Estrada
Victor Esvarng
Albert Evans
Roy Evans Jr.
Shane Ewart
Robert Ezelle
Dallas Felts
Paul Ferguson
Shannon Flaccavento
James Flowers
Corey Ford
Robert Ford
George Goshee
Christopher Fossett
Mark Fountain
Whitney Fowler
Christopher Fox
Charles Francis
Michael Franks
Pratt Frederick
Pratt Frederick
Judson Fulford
Jeremy Fuller
Timothy Fulmer
Alexander Galbreath
Robert Garcia
Matthew Garrão
William Garner
Jeremy Gates
Christopher George
Charles Gerber
Evan Gilmore
Christopher Gilstrep
Jonathan Glasscock
Michael Glauhm
Adam Graham
Rayne Granger
Andrew Gray
John Gray
Shadrick Green
Christopher Greene
Lonnie Greer
Nathan Griggs
Justin Grissom
Geremy Guerra
Shane Gunter
John Hadon
Aaron Hall
Paul Hall
Eliah Hallback
Matthew Hammond
Tyler Hand
 Cody Harmon
George Harmon
Gaston Harrell
JaDon Harris
William Harris
Zachary Harris
Jason Harvey
Joseph Havard
Ronny Hearron
Jaye Hebert
Denny Heeter
Sean Heggood
Nathan Henderson
George Hensley
Bruce Henson
Charles Henson
Joseph Herod
Kyle Hirring
Anthony Hildreth
Casey Hill
Harold Hill
Damiin Holden
Jacob Holdor
Brandon Holloway
Katherine Holt
Joseph Hope
Desha Hoppes
James Hostetter
Cason House
James Howard
Aubrey Howington
Trevor Hughes
Scott Hurst
Richard Ibarra
Jeremy Jackson
Benjamin Jacobs
Francisco Jereda
Brad Johnson
Jason Johnson
Kyle Johnson
William Jolley
Anthony Jones
Kevin Jones
Kenneth Jordan
Shawn Josey
Jimmy Joyner
Dylan Kasberg
Andrew Keeler
Harold Kelz
Nicholas Kelch
Courtney Kerr
Tunkestta Key
Dustin Kight
Jordy Kight
John Kinas, Jr.
Mitchell King
Rodney LaCombe
Joshua Lacy
Thao Lai
Calvin Lambert
Broderick Lancaster
Bobby Lane
Thomas Lanham
Jesse Lanzlottta
Jason Lappek
Russell Layton
Roy Lee
Terrell Lee
Wayne Lee, Jr.
Shawn Legros
John Lenahan
Ignacio Lerma
Montrell Lewis
Kenneth Libby
Vincent Libert
Steven Lianos
Jeremy Long
Matthew Lord
Andrew Love
Romeo Loynaz
Matthew Lynn
Travis Madgett
Jeremy Magee
Chris Manmud
Calder Manley
David Martin, Jr.
Jacob Martin
Mike Jeffrey Martin
Richard Martin
Robert Martin
Juan Martinez
James Mashburn
William Massey
Justin Maxey
Shannon McCarthy
Carla Mcclendon
Wesley McCormick
Christopher McCullough
Andrew McFadden
Michael McGowan
Jacob McGuire
Justin McGuyer
Anthony McVler
Kevin Blaine
McLaughlin
Jerry McMahon
Michael McMaster
John McMillan
David Meeks
David Mendenhall
Darrell Mlaim
Phillip Milam
Bruce Miller
Christopher Miller
Crayton Miller
Tim Miller
Jeremy Millsauga
Charles Millsaps
Robert Mitchell
Steven Mitchell
Carl Mitchell Il
Benjamin Milton
Steven Mixon
Flvint Montoya
Gerald Mooney
Kyle Morgan
Rodney Morgan
Journeyman Leadership Training Graduates

Lloyd Aaron
Marvin Abend
William Adams
Chris Addison
Melody Addington
Bobby Anderson
Jenny Anderson
Leonard Anzaldúa
Corey Ardis
James Arnold
John Aronica
George Arterburn, Jr
Christopher Ashley
William R. Auger
Steven Baggett
Michael Bailey
David Baker, Jr.
David Baker, Sr.
Donald Ball
Keith Bally
Charlie Barlow
Mark Barnett, Jr.
Ronald Barringer
Luis Barrios
Robert Bartlett
Sam Battle
Marlon Beary
Henry Biesebach
Richard Biesebach
Ronald Black
Benjamin Blanken
David Blevins
MartyBoatwright
Marty Boatwright
Jeremy Bogart
Karlos Brooks
Henry Brown
Logan Brown
Davy Brown
Matthew Bryant
David Burgess
Darren Burgett
Courtney Bush
Mitch Bush
Barry Cagle
Jimmy Calloway
Anthony Campbell
Timothy Campbell
William Carroll
Guy Carter
Ronnie Carter
Dink Cash
Felix Chandler
Jody Chipman
Billy Chapman
Juan Chavez
Brian Cole
Lucas Coleman
Danny Collett
Michael Collins
Mark Conte
John Connors
Leslie Cooper
Myron (Scott) Coker
Leland Cothern
Gary Cothern, Jr.
Mark Cox
Ronnie Cox
Jonathan Crawford
Michael Zane
Culbreth
Charles A.
Cunningham
Reger Curry
Chance Cuthbertson
Bradley Daniel
Robert B. Daniels
Robert W. Daniels
Travis Daniels
Forrest Dickens
Donald Dickson
Jason Dickson
Elizabeth Dietrich
Dana Dixon
Dannadobo
Thomas Dohmaka
Eldon Dolflo
Victor Douglas
Frampton Eaves
Burudic E. Elliott
Robert Engelke
Charles Esposito
William Evans
Shane Ferguson
Trajan Fernandez
John Floyd
Joseph Fortenberry II
Whitney Fowler
Jon Fox
Michael Franks
Michael Friday
Robert Fuqua
William Garner
James Gerwig
Scott Gilmore
Christopher Gitlstrap
Michael Glauim
John Gomila
Jeff Goodner
Allen T. Graham
Christopher Greene
Terry Greene
Curtis Griffs
Douglas Guffey
Darren Guice
Cody Hall
Johnny Hall
Brad Hancock
Sean Harkin
Cedar Harlon
Justin Harris
Bud Herrigeson
Donald Nowlin
Jon Harrison
Clint Harwell
Douglas Hayes
Ronny Hearron
Jeremy Hellriegel
Dan Henderson
Vernon Herbez
MARIOHernandez
Greg Hicks
Calvin Hightsmith
Casey Hill
James Hilliard
Dan Howard
Gerald Howard
Robin Howard
Brian Igou
Kenneth Igou
Tommy Ingles
Chris Isbell
William Jackson
Charles Pat Jacobs
Stephen Jaskalowski
Rodney Johnson
Trent Johnson
Daniel Jones

Jesse Jones
Sean Jones
William Jones
Jason Jordan
Dylan Kastberg
Jesse Kersh
Tyron Kilien
Randy Kirk
Rick Kimer
Dusty Knight
Mark Krishke
Bruce Kutej
Shane Ladinagan
Calvin Lambert
Philip Lampley
Thomas Lanham
Joe Ledford
Michael Lee
Terrell Lee, Jr.
Terrell Lee, Sr.
Steven Lemon
Darrell Lewing
Jeremy Lewis
Charles Loftus
Donna Long
Rolando Lounay
Aaron Mahle Sr.
Dave Martin, Jr.
James Marshburn
Lionel Mason
Steven MckBry
Christopher McGreave
Jake McDonald
Donna McKinney
Edward Menees
Darryl Meza
Bruce Miller
Joshua Milms
Carlisle Mitchum
Stephen Montrose
Rodney Morgan
William Morrison
Karen Mousaw
Randy Muller
Daniel Mulllis
Dwight Murrah
Rick Nail
Joseph Ryan Nations
James Nelson
Jimmy Nevels
Eladio Nieves
Steven Nivens
Sandra Noel
Lloyd Norton
Donald Nowlin
Matthew C. Nowlin
Keith Ogleseeb
Olwen Olson
Wayne Orencia
Chadwick Owens
John Palmer
John Koners
Lee Roy
Roy Lee Russell
David Ryals
Jason Sammons
Joseph Sanders
Kenneth Satterfield
George Scott
John-William Scott
Kody Shaw
Phillip Shaw
Brandon Shelton
Austin Shepherd
Kevin Shields
Hunter Shingleton
James Shipe
Robert Siegel
Joshua Skipper

SOUTHERNSTATESMILLWRIGHTS.ORG JANUARY 2017 23
The word “Brotherhood” was personified these last few months, as UBC nation, including a large showing from the SSMRC, banded together and came to the aid of about 200 SSMRC members who live in the area affected by the historic August storms and flooding in Louisiana and Mississippi.

From personal donations of just a few dollars to tens of thousands of dollars donated by several Locals, Regional Councils, UBC Districts, and the UBC, members led the way to help in every way they could.

Locally, members volunteered their time to help with relief efforts, including gutting flooded homes. The SSMRC, Central South Carpenters Regional Council, and the Southern District formed a relief fund to funnel the aid—in the form of money and building supplies—efficiently to those who needed it.

And then there was the clothing truck. Logan Roche, Council Representative for the St. Louis–Kansas City Carpenters Regional Council (pictured below, far right) and Justin Jeffers, treasurer of Randolph County in Southern Illinois (pictured second from right), drove over 600 miles to deliver a trailer full of donated clothing. Their efforts were met at the Baton Rouge Training Center by volunteer staff and apprentices from both the Central South and Southern States Millwright Councils to unload and organize the clothing for fast distribution.

“We are very thankful for the efforts of Logan and Justin. They are two great representatives of the army of supporters from the UBC nation who mobilized when members were in need,” said Wayne Jennings, EST, SSMRC.
Using MIX 20/20 Dispatch

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

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

Work List Phone Number
1-800-238-4954

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

Receiving a Dispatch Call
When you answer a job dispatch, you will hear...

“This is a job dispatch call from...
This dispatch is intended for...”

Or, you may hear...

“MIX 2020, press 1”

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

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

“Please enter your Member PIN:”
Enter your four-digit PIN.

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

Accepting a Job
After hearing the information about the job, press one of the following numbers on your touch-tone phone:

To Accept the Job
To Decline the Job

2
A B C

3
D E F

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

To accept the job, you will hear confirmation of your acceptance, and additional recorded information about the job. Your dispatcher and the contractor will receive written documentation of your acceptance and will expect you to arrive on time at the assigned location.

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

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

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

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

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

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

**Congrats to three members from Local 2232** for winning the Labor Day *Stay Informed and Win* contest. During the month of September, all members had the opportunity to join the Council’s email and texting program and, in return, were thanked by having their name placed in a raffle for a $500 gift card for three winners. Winners were chosen at random, but all ended up being from Local 2232! They are William E. Drenner, Steven Kindle, and Edsel Armstrong, III. Each winner was able to choose a card from Cabela’s, Academy Sports, or Bass Pro Shop. **Congrats, guys!**

The contest is over, but it’s never too late to stay informed.

**Text SSMRC to 24587**

**Email your name and Local to SignupSSMRC@southernstatesmillwrights.org**

We frequently send out Council news and information via our text and email program, so be sure to stay informed. We look forward to you joining us!

Check out the New Council Website!

An expanded membership section is the foundation of an updated and enhanced website for the SSMRC. We’ve added a health section, a “Know Your UBC area,” and a “Member Voices” section, which highlights the good works of our brothers and sisters. We’ve also added all back issues of our newsletter, videos, and media coverage. More information also is listed in the Locals section. **Take a look at SouthernStatesMillwrights.org.**
Training Trust Funds Enhance Their Website Presence to Better Serve Members and Employers

Making sure a wealth of information is just a few clicks away is an important goal of our Training Trust Funds. To do that, a number of them are updating their web sites so that members, contractors, and even prospective recruits can find what they need quickly and easily.

Check out the new Mid-South Carpenters Regional Council Training Trust Fund (mscrcttf.org) and the new Carpenters Training Fund of Louisiana (carpenterstfla.org), as well as the Southeastern Carpenters Training Trust (sectt.net) web sites.

The Florida Carpenters Training Trust has an in-depth web section at flcrc.org/Training.xml, but is in the process of updating to a new web presence set to launch very soon. The Texas Carpenters and Millwrights Training Trust Fund (ubctexastraining.com) is also getting an updated, enhanced website, as is the Arkansas/Oklahoma Carpenters Apprenticeship Training Fund.

[Image of a construction site and a web page with a search bar and navigation menu.]
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.

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