The Histories of Our Nine Locals:
Millwright Locals 216, 729, 1000, 1192, 1263, 1421, 1554, 2232, and 2411

Also inside: Project Profiles, Member Spotlights, Messages from Council Leaders, Training News, Civic-Action Updates, Community Contributions, and more
Local 1421 member Mike Garrett working at the UPS Lone Star Facility in Arlington, Texas
UBC Millwrights understand the relationship between signatory employers and end-user customers involves a delicate balance. The behavior exhibited by a few, or in some instances, the actions of simply one individual, can threaten whether an employer is afforded consideration for future work assignments which inevitably, as a result, affects the livelihoods of fellow millwrights. Failure to perform an impressionable quality service right the first time, within budget and on schedule may jeopardize future work opportunities.

The work ethic and manner which millwrights conduct themselves while on a customer’s premises reflects not only on the signatory employer, but on the area local union and the UBC as well. Therefore, it remains imperative UBC millwrights are held to standards of the highest level at all times during work-related and non-work-related interaction with others, whether employees of the customer or other site employers.

Should it be determined an individual is unwilling or incapable of satisfying these commitments by demonstrating a work practice or a course of conduct deemed as detrimental to UBC millwrights’ overall interests, then corrective action will be mandated. If warranted, certain disciplinary measures may include probation, suspension, or dismissal.

UBC millwrights shall be in consistent adherence with these standards:

**SAFETY**
Follow all employer and owner safety practices and guidelines. Use appropriate safety equipment as dictated.

**RELIABILITY**
Practice punctuality and arrive on time as expected at the designated workplace fit for duty, dressed in appropriate attire and equipped with required tools.

**RESPECT**
Conduct oneself in a courteous manner that fosters respect for employers, customers and fellow co-workers. Treat the property of others with care.

**CRAFTSMANSHIP**
Conscientious at all times of the quality and timeliness of the work assignment performed.

**ATTITUDE**
Work as a team player and display a positive disposition. Follow the directives, rules and policies of the employer and/or customer. Be receptive to constructive feedback.

**PRODUCTIVITY**
Commit to working in a diligent fashion and avoid any result or performance which could be construed as less than quality craftsmanship.

**PROFESSIONALISM**
At all times act in a manner which promotes a positive image of the millwright craft. Maintain pace with industry-related technological advances and possess the necessary credentials and certifications expected of a highly qualified “professional” UBC millwright.

**TRAINING**
Embrace continued education as an integral component of the millwright profession and participate, whether required or voluntary, in the advanced skills and upgrade training programs as offered. Comply with all mandated training prerequisites.

**LEADERSHIP**
Serve as an example to fellow millwrights. Actively support initiatives designed to promote the millwright trade. Continually offer to share one’s talents, knowledge and experience with those new in the industry.

*UBC Millwright First Committee*
4 EST Message: A Call to Action
Continued training is vital for increasing work opportunities.

7 District VP Message: Celebrating 10 Years
The SSMRC has made great strides in its first decade.

8 The SSMRC Creates Regions
The regional model promotes quick response times and industry-specific leadership.

9 Lessons Learned by Regional Directors
Western, Central, and Eastern Region directors tell about their first year in these newly created roles.

12 The Histories of Our Locals
Here are the stories of the nine local unions that make up the SSMRC.

23 Taking Action: The SSMRC’s Legislative Arm
Our council is striving to increase job opportunities and protect workers’ rights.

26 Project Profile: Mazda Toyota Manufacturing
Union millwrights are helping the massive Mazda Toyota Manufacturing construction project meet milestones.

30 Project Profile: BorgWarner Auto Plant
SSMRC millwrights helped contractor Walbridge restore a tornado-damaged automotive plant in record time.
34 Project Profile: UPS Arlington Facility
After a non-union contractor fell months behind, SSMRC millwrights are getting a 1.1-million-square-foot UPS distribution-center project back on track.

38 Project Profile: Oconee Nuclear Station
During a comprehensive overhaul of Unit 3, millwrights helped a union contractor make a great first impression.

41 Supporting Women in Construction
SSMRC delegate April Crownhart-Swan shares her experience at the Tradeswomen Build Nations Conference. Also find out how the SSMRC is supporting a construction-training program for women in Mississippi.

42 Let’s Talk Training
Training Directors Ed Wright and Jimmie Jordan share their thoughts on the history and future of UBC training.

44 SSMRC Member Spotlight
Read about three millwrights featured in our new member-recognition program.

45 Community Contributions
See how members and locals in our council are supporting causes and communities in our jurisdiction.

46 Staff Announcements
Two business agents are retiring, and the SSMRC has hired an in-house communications and marketing director. This section also contains an organizational chart.

48 Member Milestones
We celebrate new journeymen and honorary members and remember those who passed away in the last year.
A CALL TO ACTION

Continued training provides value to our industry partners and is vital for winning work opportunities.

BY WAYNE JENNINGS, EXECUTIVE SECRETARY TREASURER, SOUTHERN STATES MILLWRIGHT REGIONAL COUNCIL

First and foremost, I want to thank the members of this great council. Thank you for every ounce of effort you put forth on every jobsite, in every union meeting, and with every community volunteer project. I especially thank you for your generosity in assisting your brother and sister members in times of need. From the bottom of my heart: Thank You.

For the most part, articles in this issue pertain to the history and heritage of the nine local unions spread across 11 states that make up the Southern States Millwright Regional Council. When the SSMRC Marketing Committee met to discuss the theme of this year’s newsletter, we agreed it would be helpful to have a volume documenting the founding and growth of the SSMRC and its affiliated locals.

Along those lines, I had planned to write a short article about the history of the SSMRC. The SSMRC is a fairly new council, with a charter date of Sept. 7, 2010. Dennis Donahou, currently serving as the Southern District Vice President for our parent organization, the United Brotherhood of Carpenters and Joiners of America, served as the inaugural executive secretary treasurer of our council, and I am serving as the second executive secretary treasurer. There has been change in the 10 short years this council has been around, but most of you know the history and heritage quite well.

We have seen our EST progress to serve as the Southern District VP, three training directors retire and three business agents retire. Overall, we have had a very low turnover rate for SSMRC staff. I believe that is because of the great team environment present in this council. From the newest apprentice to the most seasoned journeyman – and all the way through our management and administration personnel – if we all pull in the same direction, our great council will only move forward. We have close to 5,600 members all striving to be the best millwrights, mentors, coaches, and leaders they can be. Or do we?

As you can tell by now, I am not going to be writing about the history and heritage of the SSMRC. I have written about that topic in other articles, spoken about it during the Strong Journeymen Sessions, in apprenticeship classes, and at your local union meetings. I would like to write about subjects that are much more important: the future of this council, your future, my future, our families’ futures.

You see, I have been traveling around our 11-state footprint for going on five years now. I have sat in negotiations for the majority of the locals this council represents, sometimes assisting heavily and other times just observing or leading discussions in an attempt to find common ground. I have attended many tri-partite meetings, business-development seminars, trade shows, and industry events. Over the past five years, I have had the opportunity to speak with people representing every aspect of the union millwright industry: members, trainers, contractors (our business partners), business-development professionals, facility owners (customers), and more.

Based on these conversations, our future is what I believe I should be writing about. Some of you are going to understand, some of you are not. Some of you will come to realize what must be done to move this organization forward, and some of you will simply disregard this message. The union is only strong when we all pull in the same direction. In the beginning, unions (members and management) stood strong and worked diligently to bring all employees up to standards union members believed in. Those standards were not just monetary. They were standards of craftsmanship in the chosen trade, livable wages, fringe benefits in the form of health and welfare programs for themselves and their families, and pensions that allowed them to retire in dignity without having to depend on social programs to merely exist in their senior years. Unions were formed by individuals banding together and demanding that their brothers and sisters commit to a trade, learn that trade, become journeymen craftspeople, maintain a great work ethic, and support one another in becoming the best they could be. I emphasize journeymen because you are the mentors, the coaches, the industry influencers. You have the greatest ability to move this organization forward or hold it back. I am calling all journeymen to action.

You might ask why I am writing this or where it’s going. I ask you to ask yourself: Am I doing all I can to be a professional millwright? Am I doing all I can to be a professional millwright? Am I doing all I can to further my trade? Am I prepared to the best of my ability to perform safe, professional, productive millwright duties that will improve the industry for not only myself, but for all my brother and sister...
millwrights? Am I doing all I can to give the elected or appointed leaders within my organization the tools they need to negotiate the best possible contracts for me and my brother and sister millwrights to work under? What value am I bringing to the table? Please answer those questions from your heart and with good conscience. We have some awesome millwrights within our ranks; we also have many who need to step up their game. Help your brothers and sisters be all they can be – encourage, motivate, heck, shame if you must.

Remember those owners and contractors I mentioned earlier? When your leaders, me included, sit down to negotiate on your behalf, we hear over and over again, “We don’t mind investing more if the labor force is improving my company’s ability to succeed. If the members you represent bring a professional skill set that assists my company with growth, if they provide value, we are willing to share the profit in return for the value provided.” We, the SSMRC millwrights, should want all our business partners to succeed and turn a great profit. When a contractor is successful, we are successful. When we (employers and union members) are successful together, we all gain opportunities. SSMRC leaders like to communicate that we understand owners are not making money when their businesses are down due to construction or maintenance. We understand they make profits by getting their products to market. It doesn’t matter whether the product is electricity, oil, gas, steel, paper, cars, pipe, or something else. We say the SSMRC millwright will help them get their products to market the fastest and keep them there the longest by providing safe, professional, productive millwrights on every project. That is our value proposition.

This gets me to what I want to share: an organizational report card of sorts. All of you know we have some of the best training available. Unfortunately, most of our brother and sister journeymen millwrights are not taking advantage of it. The stats in the chart below speak for themselves. The call to action is for each of us to improve our skill set and help advance
the labor movement by bringing the most value possible to the jobsite every day. We must improve this report card. A recorded and verifiable training record is needed by all.

When the leaders of this council meet with employers and owners, we consistently hear questions and comments such as: What are we paying for? If you want the money and benefits, provide the valued services. Why should I pay more for the same service? More money requires better service, right? I need skilled professionals who can outperform the competition if you expect us to continue paying these high package rates. I need a skilled workforce that represents my company professionally in word, appearance, deed, and action.

Without meeting these expectations, how do we grow? Without providing value, how do we progress?

The UBC has been educating our members on how important it is for us to prepare ourselves for work through advancing our skill set, conducting ourselves as professionals, and delivering on the jobsite. I believe this starts or should start when you first become interested in joining our union. Through mentoring, education, coaching, and leadership, millwrights should continually evolve, during their apprenticeships and well into the twilight of their careers. This path is present in the UBC’s Department of Education and Training programs (Third Year Apprentice, Strong Journeymen, Superintendent, Collaborative Leadership, etc.) Contact your local training department and see course schedules by visiting southernstatesmillwrights.org and clicking “Training.”

We members simply must participate in the training programs our great union offers. These programs will help us all build our careers, and, in return, we will add value to the organizations our business partners run and to the industries our owner community operates within. If we bring value to our business partners and their customers, we will grow, we will secure additional opportunities, and we will succeed. Because technologies and methods within the industries we serve are constantly evolving, we must prepare through ongoing training.

I have heard many excuses as to why our journeymen cannot continue their training: schedule conflicts, distance to training centers, affordability, and more. To those I say, preparation isn’t easy. It takes effort. Invest time in your craft. How can you afford not to? The training could mean $4,000 or $5,000 annually to your bottom line, for the remainder of your career. It’s well worth spending a little time, driving a little distance, missing a week of work, if needed. Speak with your training department and make it happen. This is an investment that will pay off for everyone.

The local and regional council leaders and your negotiating employers have tried various avenues to motivate members to improve trade-specific skills and soft skills (top two concerns: communication and appearance). We have negotiated wage increases tied to training goals. We have negotiated safety and skills incentive pay for individuals who obtain the desired training. Employers have developed hiring requirements and established higher pay for those who prepare for their careers.

One approach is cumulative, with no one receiving anything if a certain level of participation is not met. The other approach is individualized. If you prepare, you reap the reward. If you do not, you will not. Members have criticized union leaders due to a misperception that they tied their raises to training requirements. This is incorrect. There were no raises without agreeing to training requirements. The training requirement was the only reason we were able to get money on the table for our members. Prior, proper preparation will always prevail. If we prepare, we prosper. If we do not, we most likely will not.

In closing, I want to leave you with this. Preparing for the future is not always easy. It takes effort, and then it takes more effort. I call all journeymen members to action, as mentors, leaders, and career-long learners. I encourage all members to seek out the training that will help us move forward as an organization, united, with everyone pulling in the same direction.

In Solidarity,

Allen Wayne Jennings
Executive Secretary Treasurer
Southern States Millwright Regional Council

Union millwrights have access to some of the best training opportunities in the world. This training is needed to keep pace with technology changes. To see course schedules at training facilities throughout our 11-state district, go to southernstatesmillwrights.org.
CELEBRATING 10 YEARS

The Southern States Millwright Regional Council has increased man-hours, work opportunities, and productivity during its eventful first decade.

BY DENNIS DONAHOU, UBC SOUTHERN DISTRICT VICE PRESIDENT

As we approach the 10-year anniversary of the Southern States Millwright Regional Council, I thought it would be a good idea to give a brief history of how and why the SSMRC was formed. United Brotherhood of Carpenters General President Doug McCarren and General Vice-President Doug Banes saw a need for a better way to serve the needs of contractors and end users that utilize millwrights in the UBC’s Southern District. They approached me and asked if I could form an 11-state millwright council in the Southern District.

That began the plans to form a millwright-exclusive regional council to cover the 11 states within the Southern District, and on Sept. 10, 2010, a charter was issued. At that time, the Southern District was composed of the Texas/Louisiana Carpenters Regional Council, the Midsouth Carpenters Regional Council, the Florida Carpenters Regional Council, the Southeast Carpenters Regional Council, and the Arkansas/Oklahoma Carpenters Regional Council, of which I was the executive secretary treasurer. Within one week, the UBC placed all millwrights from those five regional councils into the newly formed SSMRC, appointed officers and delegates, structured a staff, and made payroll for all business representatives and administrative staff.

The SSMRC started with a $500,000 loan from the international organization. Within five months, that loan was re-paid, and we were on our own, with 5,030 members. In the first two years, the council created a complete marketing program that established a brand we are still proud of today. This included a dedicated council website and a communications program that utilized an online presence to keep our members informed. Other programs, such as the dues roll-back program, were established to ease the financial burden on locals. A standardized training curriculum was established and implemented across all training centers in the council. The council was able to hire more business representatives to represent the members, and it began opening new offices and remodeling existing union halls. Millwright pride was reinforced within the Southern District.

Through these efforts, the council was able to make large gains in the Southern District. Man-hours overall went up tremendously, but we were also able to keep work more consistent throughout the year. Previously, members had to mostly rely on the two outage peaks each year: spring and fall. With new work in the automotive industry and renewed partnerships with utility companies, the council was able to sustain more work in the winter and summer months. In addition, work in the pulp-and-paper industry increased exponentially during this time.

The SSMRC also improved upon areas other than man-hours. With the increase in training, mobilization of manpower, and growth in work opportunities, the SSMRC millwright has become a more highly skilled and productive member. The council established strong work rules and bylaws that our members can stand behind and rely on. Because of the productivity of our members, we were able to negotiate better contracts and stabilize all apprenticeships, health and welfare, and pension trust funds. We have been able to keep relationships strong with the carpenter councils and become much more politically active. Our participation with the Department of Education and Training has also increased. The SSMRC staff actively seeks quality participants for DET courses such as the .300 Hitter program and 3rd Year Apprenticeship program. Through these programs, SSMRC members can add skills learned in the leadership classroom to their craft skills to make them the most employable workforce in the South.

After 10 years, the council continues to evolve and improve. Under Executive Secretary Treasurer Wayne Jennings and the entire SSMRC staff, man-hours and membership are still on the rise. New and innovative programs have been installed to provide more opportunities for members.

SSMRC members have taken advantage of training opportunities offered by local training centers as well as the UBC International Training Center. Programs from the DET, such as the .300 Hitters, 3rd Year Apprenticeship, and the new 212 Journeyman Leadership programs, have been embraced by the council membership.

Ten years have passed incredibly fast, and I feel fortunate to have been the first EST of this council. Now, as district vice-president, I am very proud to see the council continue to grow and prosper. The mandate to this council in 2010 was to better serve the contractors and end users and to provide better services to our valuable members. General President McCarron and General Vice-President Banes’ vision of what this council could be has been met and surpassed. This is something that every SSMRC member should be proud to be a part of.
The Southern States Millwright Regional Council now operates under a model that promotes quick response times and industry-specific leadership.

In 2019, EST Wayne Jennings established three distinct areas within the Southern States Millwright Regional Council and named directors to manage those areas for the council. The SSMRC’s three regions are based on successful models by other councils under our parent organization, the United Brotherhood of Carpenters. These councils also employ senior representatives, regional directors, or district managers in order to improve council operation.

Regional directors give the council the ability to quickly address member and industry-partner concerns and to develop in-depth knowledge of the industries, issues, and relationships at play in various geographic areas.

“I realized there was no way one person could intimately know the issues across an 11-state footprint in the way needed to run our council,” Jennings said. “We needed a clearly defined path to address issues in a timely manner. We needed centralized go-to guys that a contractor could reach out to who could get back to them in a timely manner. As you can imagine, it is impossible for one person to be in multiple states addressing multiple issues at the same time. Having regional directors improves our reaction time and operational effectiveness.”

The SSMRC’s regional lines were drawn based on dominant industries in which millwrights work. Power generation and pulp and paper dominate in the Eastern Region, automotive and power generation are the main industries in the Central Region, and the large and diverse Western Region is dominated by the petro-chemical industry in Louisiana and Texas along the Gulf Coast. Moving north in Texas and into Arkansas and Oklahoma, the dominate industries transition, with automotive, pulp and paper, distribution centers, and power-generation all sharing as man-hour hour producers.

“We thought long and hard about where to draw boundaries,” Jennings said. “Every industry is different – there are different hurdles, different requirements, the contractors want different things. There are significant differences across the council. A recipe that works along the Gulf Coast is not going to work in the Carolinas.”
LESSONS LEARNED: WESTERN REGION

Leading SSMRC’s Western Region has expanded my knowledge of area industries, local histories, and business-partner perspectives.

By James Rowland, Western Region Director

When EST Wayne Jennings approached me about the possibility of serving in a newly created regional director position, I immediately began imagining ways I could help make improvements for members and facilitate the growth of the council. In the year since I began my journey as the Western Region director, I’ve learned a lot about the areas I cover, and we’ve made some great strides forward, but there is still work that needs to be accomplished.

The millwright craft covers so many diverse aspects of so many industries that there are almost endless possibilities as to when, where, and on what we might be working. As a millwright coming up through Local 2232 in southern Texas, most of the time I spent on my tools was working in chemical plants and refineries. With my new responsibilities as a regional director, I had to learn about industries I had little experience with so that I could properly market the SSMRC and the locals I represent. Those locals cover Arkansas, Oklahoma, and Louisiana, in addition to Texas.

While I was familiar with some of the equipment and the work our members performed in paper mills, steel mills, and auto plants, I had a lot to learn, and I’m still learning every day. I met with our contractor partners to gain insights from their perspectives so we could determine how to gain market share through collaborative efforts.

While I was educating myself on the nuances of industries within the Western Region, I was also discovering differences between locals and geographic areas. I was lucky that the Gulf Coast is very similar in industry and shares many of the same employers. There are big shifts in industry type as you move north and west from the Gulf Coast, and a ton of opportunities for expansion exist in those areas.

I also learned about the histories of various locals and about obstacles they’ve faced; this shed light on why we lack market share in some facilities, industries, and geographic areas. The Western district agents and I have started down a path to repair lost relationships and build on past successes.

I’ve also had to re-vamp my time-management plan and learn to prioritize tasks in a whole new manner. When you are responsible for one local versus a region of locals, issues you handle are more linear and easier to compartmentalize. Working with four locals and six agents presents a new level of complication that must be managed. I’ve had to learn on the run as business hasn’t slowed down. I continue to look for new ways to not only improve my own work processes, but also help business agents in the Western Region by offering tools and techniques to help accomplish our goals.

I’ve leaned heavily on local agents for information and guidance this first year. Without my team behind me, I would have struggled considerably, and the Western Region would not have been as successful during the past year. I’d like to thank Dwight Murrah, Victor Sanchez, Mike Hines, Keith Brantham, Don Newton, and Matt Nowlin for all their hard work and support.

The Western Region has a great team working hard every day to benefit members and to continue the SSMRC’s achievements. Through collaboration and teamwork across the locals and the council, we will see even greater success in the future.

Southern States Millwrights.org
On Jan. 1, 2019, I took a new position as the Central Region director for the Southern States Millwright Regional Council. The position involves managing and monitoring the daily operations of branch offices while supporting business representatives who cover the states of Alabama, Mississippi, Tennessee, and the Florida Panhandle. At that time, I had no idea of the many challenges ahead and the many lessons I would learn. Every day in our lives, we get educated in some fashion. Some lessons come easy, and some we learn the hard way. Daddy always told me the best lesson learned was the hardest lesson learned. I second that!

My new position brought many questions. I first needed to understand what was expected of a regional director. Soon, the clouds parted, and the journey began. It became more evident as the days got longer that I was going to be traveling away from home a lot more, which revealed challenge No. 1: reduced family time. As always, we adjusted to the new lifestyle.

Overseeing a newly formed council region encompassing four states also has required not only meeting responsibilities, but defining them. Some of those responsibilities include:

- Assisting with and managing the daily operations of branch offices to meet business goals;
- Supporting business agents through guidance, assistance, and problem-solving;
- Monitoring local membership and man-hours, concentrating on local goals;
- Fostering new and maintaining existing relationships with contractors and facility owners throughout the region;
- Organizing and facilitating labor-management meetings; and
- Developing region-wide recruitment initiatives.

Many challenges and lessons were bound to those responsibilities, and they gave me a heightened appreciation for:

- Listening and communication;
- Professionalism; and
- Productivity.

Communication is imperative within the workplace. It is the mechanism for almost everything we do. Effective communication can help foster a harmonious working relationship among a team of people, and that can lead to increases in efficiency, productivity, and enthusiasm within the group. A team that communicates well and exemplifies professionalism will flourish.

Professionalism is crucial within our workplace. When professionalism is valued, mutual respect among team members increases even as the team works through disagreements.

Productivity often improves along with progress on the communication and professionalism fronts. Engaged employees show up more often, stay longer, and are more productive overall. Currently, though, only about 34% of the U.S. workforce feels engaged, according to a Gallup poll. Building a productive team also means equipping members with the right tools for the job, educating them for success, and supporting one another.

As I have learned well, we should all strive to grow through our everyday experiences, to value the opinions of others, and to listen empathetically and intently. We should realize we are not always right, nor do we have to be. A team that communicates well, displays professionalism, and excels in productivity is a team that pulls in the same direction as a well-oiled machine.
The theme of this publication revolves around the history of our locals and the Southern States Millwright Regional Council. I have had the opportunity to work closely with Mike Hamilton, business agent for Local 1263, for the past five years, and he has shared volumes of information about our history. He has told me about the groundwork and foundation that he and others worked hard to build so we could have the millwright council we enjoy today.

Over the past year, I have learned much about the Eastern Region, which includes three locals in Florida, Georgia, South Carolina, and North Carolina, and the members who comprise them. I have been fortunate to meet many of you at local union meetings. I am honored to be working in this position to help expand our work opportunities and market share on the East Coast.

Five years ago, when I was a millwright on my tools, I wondered what a business agent’s job was and what the council and its parent organization, the United Brotherhood of Carpenters, did. I shared this curiosity with many of my brothers and sisters on the jobsite. I thought the BA just put people on jobs and fixed any pay problems we encountered. When a BA position became available in 2015, I jumped at the opportunity, even though I didn’t fully realize what I was signing up for. A little over a year ago, EST Wayne Jennings honored me with the opportunity to become the first director of the Eastern region. This is another position I accepted without completely understanding the requirements. I have learned quite a bit in the past 12 months.

The first and most important thing I have learned is just how much is done behind the scenes to develop work opportunities for our brothers and sisters. When I was a guy on my tools, I had no idea what was being done at the local, council, and international levels. I am not sure if I paid attention to communications from these groups or if I thought about how their work affected me. As someone who has now seen that side of our union, I can report to you that our vice president, our EST, our directors, and our agents are working very hard to improve our members’ quality of life and work opportunities.

Our region is growing through new partnerships, and our relationships with existing contractors and facility owners are getting stronger. I am strengthened by the many efforts of our council staff. There are partnerships with a variety of trade schools to help with recruitment. There are boards and committees that we participate in to promote and grow our trade. There are labor-management meetings with contractors to expand our work opportunities and ensure fair pay and safe conditions. Staff members attend trade shows to promote our brand and capabilities.

The second thing I have learned over the past year is how many great people we have in our brotherhood. I am encouraged by the stories of members holding each other accountable on jobsites and helping one another be professionals. There are so many of us who care about growing and improving this great organization and leaving a strong union for the next generation. I hear from brothers and sisters who understand how fortunate we are to be part of this organization that is working tirelessly to better all of our lives.

I also have learned about our organization’s resilience. The COVID-19 pandemic is a new challenge for everyone. The ability of our staff and members to adapt to quickly changing conditions and continue getting the job done safely is a testimony to the training and attitude underlying the millwright craft. I have seen other crafts deny work opportunities because of the challenges COVID-19 presents. In turn, this has opened opportunities for our members who answered the call. I am confident this council can overcome any challenge it faces. The leadership of our EST, the work ethic of our staff, and the dedication of our members can and will keep us growing. I am honored to be part of this organization, to be a fellow millwright, and to be fortunate enough to work with each of you.
The Southern States Millwright Regional Council is 10 years old, but the local unions that comprise it date as far back as 1949. Many of those locals have even deeper roots. Most millwrights were represented by carpenter locals until millwright-only locals began forming in the 1940s. Since then, many locals have merged and regional councils have formed to improve member benefits and make working with unions easier for contractors. On pages 14-22, you’ll find the stories of the nine local unions that make up the SSMRC.

1 & 10. A 1991 event in Dania, Florida, where the United Brotherhood of Carpenters Fourth District Millwright Association was created. Pictured in photo 1 from left are (in the background) John Whitey Rogers, UBC general secretary, Jack McMillan, UBC second general vice president, and Mike Hamilton, Local 1263 financial secretary and business agent. From left in photo 10 are Elmer Tracy, Local 1000 business agent and meeting chairperson, William Nipper, UBC international representative, and Mike Hamilton.

2. This plaque was presented to Local 2232 in 1996, when its members set the world record for the fastest turbine generator major overhaul.

3. William E. French (father of Paul French, Local 2411 business agent) at Alton Box during the paper machine rebuild in 1975.

4. Steve Cothron (left), former Local 1000 business agent, and Matthew Kunzelman with a painting Kunzelman’s mother created for the local.

5 & 6. Members of Local 1510, the first chartered millwright local in Tampa, Florida.


8 & 9. Local 2232’s summer picnic in 2008. In photo 8: Pete McClister and Mike Hines. In photo 9: (from left) the late Billy Joe Fountain, Don English, and Leroy Massey; (from right) Bobby Aven, former Local 2232 business agent, and Mike Lybrand.

11. A.C. Shirley, Johnny Jones, Jr., and Cecil Sparks at Local 2232’s pin party in 1977.

12. The original Southern States Millwright Regional Council Staff - Front row from left: Timothy Brown, Wayne Jennings, Mike Hamilton, Rick Halford, Frank Gray, Paul French, Mike Hines, and Ray Calamari; Back row: Scott Hyatt, Steve Cothron, James Rowland, David Park, Dickie Bone, Dennis Donahou, Paul Jones, James Hulsey, Kevin Curley, Ed Wright, David Bonds, and Donnie Newton

13. Dennis Donahou, the SSMRC’s first executive secretary treasurer and currently vice president of the UBC Southern District, when he was EST of the Arkansas Regional Council
Growth and evolving work opportunities in Arkansas and Oklahoma have shaped this local’s history.

A Greek philosopher named Heraclitus, who lived around 500 B.C., said, “The only constant in life is change.” As with any story, the tale of Millwright Local 216’s 18-year history is one of change. Today, our local covers Arkansas and Oklahoma, and we are a strong organization with approximately 450 members, including 125 registered millwright apprentices. We help our contractors secure roughly 500,000 man-hours of work each year.

But first, let us look at where we started. Millwright Local 216 was chartered on April 17, 2002, with an original membership of 142 millwrights. Before that date, union millwrights in Arkansas and Oklahoma were spread over 14 carpenter locals and one millwright local: Oklahoma City Local 329, Stillwater Local 1686, Tulsa Carpenters Local 943, Tulsa Millwright Local 1015, Ada/Ardmore Local 1362, Fort Smith Local 71, Conway Local 147, Crossett Local 497, Pine Bluff Local 576, Little Rock Local 690, Hot Springs Local 891, Mountain Home Local 1225, El Dorado Local 1683, Russellville Local 1836, and Helena Local 2045. Two regional councils covered this jurisdiction—the Great Plains District Council and the Arkansas Regional Council of Carpenters.

Consolidation and re-organization have given our local and others, along with regional councils, the ability to better focus resources and serve members and business partners. Current carpenter locals in Arkansas and Oklahoma are locals 329, 943, 71, 1836, and 690. Millwright Local 216 now handles all the union millwright work that is performed in both states. The two regional councils merged into one: the Arkansas Regional Council of Carpenters. In 2010, that council was dissolved and the Southern States Millwright Regional Council was established. Local 216 became part of the SSMRC, and the carpenters locals joined the Central South Carpenters Regional Council.

The list of industries our local serves has evolved as well. Historically, the power-generation and paper industries have been top man-hour producers for our local. Presently, we are pursuing several prominent industries in Arkansas and Oklahoma. For example, the petro-chemical industry has been growing in Oklahoma. We have a new partnering contractor that works primarily on compressors for the oil-and-gas industry in our region. We also are going after light-conveyor/food-and-beverage work. This represents a lot of opportunity in Arkansas because of the state’s significant agricultural-product exports. With the growth in online shopping and the resulting need for packaging, we have seen a boost in work from the pulp-and-paper industry, which has several mills in both states. The burgeoning steel industry of northeast Arkansas has significantly increased employment opportunities for our members as well. We are currently working on a new construction project at a state-of-the-art steel facility in Blytheville, Arkansas.

None of these projects would be possible without the hard work and dedication of our members. Another great opportunity has come to us in the form of a new training center in Russellville, Arkansas. Thanks to the efforts of the Southern States Millwright Regional Council, Central South Carpenters Regional Council, Carpenter Local 1836, and Millwright Local 216, we have the ability to build from the ground up a bigger and better place to train and develop our skills. This is a much-needed step toward a solid future. Through a $300,000 grant from the SSMRC, the Arkansas/Oklahoma Carpenters Apprenticeship and Training Program purchased a 4-acre lot and is in the design phase of the building process. Bid packages are expected during the fourth quarter of this year.

So where do we go from here? Science-fiction writer Arthur C. Clark said, “The only way of discovering the limits of the possible is to venture a little way past them into the impossible.” Millwright Local 216 is going through more changes. We are growing in new areas and building on current markets. These efforts include working to negotiate one collective bargaining agreement covering both Arkansas and Oklahoma. A single agreement would help our partnering contractors more accurately bid work in our area.

From our humble beginnings to today, Local 216 strives to help our membership secure stability and strength in the workplace. Thanks to our members putting in the hard work on the job and our partnering contractors expanding their portfolios, our local will continue changing for the better—through growth and improvement.
Chartered in 2006, Local 729 consolidated Louisiana’s millwrights and expanded member benefits.

In a move that provided additional health and retirement benefits for many members and streamlined work opportunities, Millwright and Machinery Erectors Local 729 was chartered on July 18, 2006, through a merger that consolidated all union millwrights in Louisiana.

Prior to Local 729’s founding, two millwright-only locals covered the state. Local 1931 in New Orleans had jurisdiction in 13 parishes surrounding the city. Local 720 in Baton Rouge had jurisdiction in Louisiana’s other parishes. After the two locals merged to form Local 729, the previous Baton Rouge jurisdiction became area 1, and the previous New Orleans jurisdiction became area 2. Millwrights who had been part of carpenter locals throughout the state also joined Local 729.

Hurricane Katrina, which struck New Orleans in 2005, also played a role in the merger. The storm and levee failures flooded Local 1931’s union hall, making the building unusable, and destroyed its records. Local 729 was chartered in Baton Rouge, a more central location within Louisiana.

**Member benefits**

The merger benefited the millwrights of Louisiana in a few ways. It gave them more mobility for job opportunities. The consolidation provided health insurance for millwrights who had previously been members of Local 720, which did not offer health-insurance benefits. Through the merger, the health plan that Local 1931 had offered expanded to cover all members of the new Local 729. Former members of Local 720 also gained additional pension benefits.

**Advantages of regional representation**

In 2010, the Southern States Millwright Regional Council was established. Local 729 was one of the charter locals of the Regional Council. Kevin Curley, Local 729 business agent, was a member of the SSMRC executive board.

This was a very proud moment for members of Local 729 and millwrights throughout the Southern District of the United Brotherhood of Carpenters and Joiners of America because it was the first time millwrights had their own regional representation. Through changes made by the SSMRC, locals took more ownership of their organizations and members and locals benefited. These changes included:

- Rolling back funds to locals for every member in good standing. If a local’s arrears are less than 6%, the organization can receive $10-$15 per month for each member.
- Capping dues at $27 per month. This is the most any local can charge members.
- Making moving among areas easier for members and contractors.

In January of 2016, Curley retired as business agent, and I transferred from Millwright Local 2232, where I had been business agent, to become the agent for Local 729. Working under the guidance of Local 729’s executive board and Wayne Jennings, who became the executive secretary treasurer of the SSMRC in 2015, we went to work.

**Apprenticeship improvements**

We first turned our eyes toward the apprenticeship program, making the following changes.

- We set a regular, quarterly training schedule.
- We defined a curriculum that is based on five classes and 200 hours per year.
- We established a local millwright JACT/ALMAC committee (Joint Apprenticeship and Training Committee/Associated Labor Management Apprenticeship Committee), which is a labor-management committee made up of three members on the labor side and three members on the management side.
- We created an intake policy for new apprentices. Everyone starts as an applicant with a two-week evaluation class, then interviews with the ALMAC committee. A 90-day probation period is next. Using this method, we have seen a decrease in apprentice drop-outs.

Thanks to these efforts, our apprenticeship program’s graduation rates have increased from one or two graduates a year to six in 2018, nine in 2019, and possibly 12 in 2020.

**Union hall and training center ownership**

In 2017, the SSMRC purchased from the Louisiana Carpenters Pension Fund the property located at 8875 Greenwell Springs Road, Baton Rouge, LA 70814. This location includes the office building that houses our local union hall and the UBC’s Baton Rouge Training Center. On July 1, 2020, the SSMRC gifted the property to Local 729. We are continuing to rent space to the training fund and a carpenters’ local. This gift provided Local 729 with an income-generating rental property.

We at Local 729 are always striving to make life better for our members by growing market share in the industries we already serve and by pursuing additional industries and partnering contractors. We are looking forward to continued improvements.

I’d like to thank James Perniciaro, Kevin Curley, Lynn Wild, Mathew Booth, Calvin Lambert, Ryan Taylor, and Fleet Wallace for helping me tell the history of Local 729.
Chartered in 1953 in response to construction of the GM Arlington Assembly plant, Local 1421 is building new partnerships on a strong foundation.

Since our humble beginning on June 23, 1953, when 100 people signed the back of the Millwright Local 1421 charter, our members have been excited about and focused on the future. Our local, which now covers 178 counties in North Texas, faced growing pains during its early years. We operated in a small office in Arlington, Texas, and held our local meetings in the back of the bank that housed our accounts.

Partnerships
Local 1421 always has been deeply entwined with the growth and expansion of the General Motors Arlington Assembly plant. The plant opened in 1954, and it is the main reason our local was formed. In 2018, we once again rose to the challenge at General Motors and completed two very large projects: the building and installation of new body and paint shops.

Local 1421 also has long relationships with many other facilities, including Tyson Foods, Consolidated Corrugated, Miller Brewing Company, and Ball Corporation cannery. Throughout our history, we have faced our struggles, including lack of community support, head on. We have always kept the faith in ourselves and in the union way of life.

New contractors have moved into our area and kept us working. We hold these partnerships with our contractors and customers in the highest regard. This type of collaboration requires an open communication channel and dedication to being candid with one another. We also realize that without the efforts and support of the Southern States Millwright Regional Council, these accomplishments would not have been possible. Thanks to these combined efforts, we experienced record growth in man-hours in 2018.

Record growth
In 2019, Local 1421 surpassed the newly set record. This success is due, in part, to new projects in our jurisdiction and a steadfast resolve to find additional opportunities with contractors and facilities we have not worked with before.

We are currently three-quarters of the way through a two-year project at the new UPS facility in Arlington, with more than 80 members working six days a week, 10 hours a day. Although light conveyor is not new to us, this project is a stepping-stone to regaining this market. In addition, we have been working with contractors to pursue work at food-and-beverage facilities. Recently, Gottstein Corporation, a UBC signatory contractor that services the food and beverage industry, has been bidding on projects at three facilities in North Texas. We also are working with contractors to obtain more work at DFW Airport; with Western Industrial Contractors, we have secured work on the new Terminal F. We are excited about these opportunities and others, such as work on the new Black and Decker facility to be built in Mansfield, Texas. As with all production and logistics facilities, there will be a lot of light-conveyor installation.

With these projects on the horizon, we will continue to grow our membership and prepare ourselves, through training, for these opportunities and others.

MVP initiative
Our jurisdiction hosted the pilot program for the MVP initiative, which began in February of 2019 and is housed near Fort Hood in Killeen, Texas. The program allows U.S. Army soldiers to begin millwright training prior to being released from the military. It has proven beneficial to the soldiers, their families, and our local membership family.

As Local 1421 continues to grow and reach into new markets, we are thankful for the support of this local, the SSMRC, and the United Brotherhood of Carpenters. May we always remember those we have lost and honor those who have fought on our behalves so we could experience the opportunities afforded us through our affiliated unions.

With the many different opportunities Local 1421’s jurisdiction offers us, we continue to look to the future with great hope and focus.
MILLWRIGHT LOCAL 2232

Local 2232 has grown into a powerhouse serving the Gulf Coast petrochemical industry and more.

Millwright Local 2232, which covers southern Texas, was chartered on July 18, 1951. Our local was formed to fill the need to construct and maintain plants, factories, and facilities such as bowling alleys and food-and-beverage manufacturing and distribution centers. Before the petrochemical boom, the National Biscuit Company, more popularly known as Nabisco, was our local’s largest man-hour producer. During the first half of the 20th century, some of our nation’s largest refineries, including Humble Oil Refinery (now known as Exxon Mobil Baytown) and Shell Refinery Deer Park, were built in the area Local 2232 now covers. Today, the petrochemical industry is the No. 1 job producer for our members.

Jurisdiction and membership growth
Local 2232 was born from Carpenters Local 213, which was a multi-craft union comprised of carpenters and millwrights and located in downtown Houston.

When it was founded, Local 2232’s geographical jurisdiction covered the Houston metro area stretching as far south as Freeport, Texas, as far northwest as Bremen, Texas, eastward to Baytown, Texas, and as far north as Waco, Texas. In the “old days” on the Gulf Coast, it was common to find carpenters locals within 60 miles of each other. Consolidation has changed that. Today, our jurisdiction encompasses more than 80 counties, and boundaries go as far east as the Louisiana-Texas border and as far west as Val Verde County. We cover the entire Texas Gulf Coast, the Rio Grande Valley, and San Antonio.

In our formative years, Local 2232 had about 200 members. Seventy years later, we are 1,200 members strong. We have absorbed other millwright locals in smaller Texas towns. The Corpus Christi local was merged with Local 2232 in 1999, the San Antonio local the following year, and Orange Local 2484 in 2001. Power TEC and Thomason Mechanical Company were prominent contractors in the Golden Triangle Area, which covers Orange, Beaumont, and Port Arthur. Brother Bobby Aven, the business agent in that area, said that by 2006, all the Golden Triangle contractors were working under the 2232 collective bargaining agreement.

Founders and leaders
Chartering our local were brother millwrights such as Herman Guice, Rush Hubbard, Jack Beatty, John Jones, Earl Potter Sr., Conard “Swampy” Marsh, and Bennie Lybrand. Brother Jack Fountain was not a charter member, but he was one of the lead maintenance mechanics at Nabisco in the late 1950s and early 1960s. He joined the machinists’ union because he wanted a better way of life. Later, he decided the millwright union would be a better fit. Not only did he go on to become a 2232 business agent, but he also served as executive secretary treasurer of the Houston District Council.

Our local has a long and distinguished line of business agents. In the 1950s and ’60s, Cecil Strunk, John Rompf, Jack Fountain, and Bennie Lybrand led our local. In the ’70s, Bill Wallace, George Wright, Kenneth Banks, and Clarence Bean held the reigns. Frank Whitehead, Garland Grey, and Sheldon Price were union reps in the ‘80s and ’90s. Bill Gautreaux and Eddie Banks brought us into the new century, and Mike Hines and Randel Gilmore followed them. Dwight Murrah and myself, Victorino Sanchez, are our current business agents, and James Rowland is our Western Region director under the Southern States Millwright Regional Council.

Memorable members and events
Over our 70-year history, Local 2232 has completed many stand-out projects. One of our proudest moments was when our millwrights set the world record for the fastest turbine generator major overhaul when it was completed in 22 days, 15 hours, and 14 minutes at the South Texas Nuclear Project in 1996.

Another cornerstone moment was when a company started by one of our members, Lenard Dreyarna, and a union-friendly investor named Royce Ashley secured the bid on six experimental Brown Boveri turbine units at Greens Bayou Power Plant, putting the company on the map as a turbine overhaul “powerhouse.” The company, called Ashley, Dreyarna, and Ashley, or A.D.A., would later become Atlantic Plant Maintenance, the turbine-maintenance division of General Electric.

Members Earl Potter, Chuck Cadle, and Danny Morse were A.D.A.’s generals in the field. They were the top general foreman on job sites who helped Dreyarna and Ashley get their fledgling company off the ground.

Our members are responsible for our local’s rich history. Among them are millwrights such as the late Brother Jim Upton, who, in certain circles, was known as “the Turbine God.” He also is responsible for authoring the compressor class curriculum at our Houston Apprenticeship Training Center.

We’ve also had a celebrity millwright in our ranks. Brother George Wright played three seasons in the NFL with the Baltimore Colts and the Cleveland Browns in the early 1970s. He brought home a Super Bowl championship ring when the Colts defeated the Dallas Cowboys in Super Bowl V and would often bring it to the training center to show apprentices. Brother Wright spent the majority of his career at Nabisco, then served as an apprenticeship instructor, training coordinator, and president of our local executive board.

Union support and pride
A sense of brotherhood and sisterhood is a pillar of our local. Brother George Wright, former local president, commented that in the old days, when brother millwrights received word that one member of a crew was going to be laid off, the rest of the crew would band together and give up one work day per week so the entire crew could remain employed.

I witnessed an old school millwright tell an apprentice something I believe best summarizes Local 2232: “No matter what, you hold your head high, son. Being a member of Local 2232 is definitely something to be proud of.”

BY VICTOR SANCHEZ, BUSINESS AGENT
Local 1192 covered one metro area in 1960; now it serves the majority of Alabama and Mississippi and parts of Tennessee and Florida.

Before 1960, millwrights in the Birmingham, Alabama, area worked out of Local 103, which was a combined carpenter and millwright local. To improve economic and trade benefits, millwrights felt they needed to apply for a charter of their own. In November 1960, the millwrights’ request was granted, and a charter was issued for Local 1192.

The millwrights wasted no time opening an office. It was located at 22 1/2 55th Street in Woodlawn, a community in northeast Birmingham. The geographical area the local covered consisted of Jefferson, Shelby, and St. Clair counties. Local 1192 membership consisted of roughly 45 members, including four apprentices, according to honorary member Stan Ennis. At that time, journeyman scale was about $4 per hour, and apprentices made approximately $1.95 per hour. Members worked for wages only; no benefits.

The early years
Members of Local 1192 initially found work at Alabama Power Company’s E.C. Gaston Steam Plant, which is a coal-fired, power-generating facility located near Wilsonville in Shelby County. Construction of the new plant began in the late 1950s. The first unit was placed into commercial service in May of 1960, with unit two following in July. Unit 3 went into service in 1961, Unit 4 in 1962, and, finally, Unit 5, which is the largest unit, in 1974.

Those who wanted to take the oath as a member had to know someone within and prove themselves by pulling their weight for six months beforehand. The initiation fee was $35.

The first elected business representative was Ralph D. Rogers, who served until 1978. Ross Smith was elected and served as business agent for two years before taking an opportunity elsewhere. Norman Gene McCrary was appointed by the general president of the United Brotherhood of Carpenters and Joiners of America to serve as acting business representative in 1980, at which time he was formally elected. McCrary served for 25 years until his retirement in 2005. McCrary was instrumental in implementing a member pension plan in 1986, with an initial contribution rate of 50 cents per hour worked.

The 1990s and beyond
In 1996, the local had grown to more than 125 members. Seeing a need, Local 1192 pursued health and welfare benefits for members and began contributing at a rate of $3.25 per hour worked.

Mergers began in Alabama in 2006. Millwrights in Local 109 in Sheffield and Local 1274 in Decatur merged into Local 1192. In 2011, Local 303 in Vicksburg, Mississippi, and Millwright Local 89 in Mobile also merged into Local 1192. These consolidations increased Local 1192 membership to 645 by the end of 2012. The new structure allows contractors to widen their footprint and bid on more work regionally, utilizing one collective bargaining agreement. They can more easily transfer their millwright workforce from one city to the next within the jurisdiction. Member benefits resulting from the mergers are more standardized working conditions and wage and benefit packages.

In 2010, the Southern States Millwright Regional Council was formed, and Local 1192 became a charter local of the Regional Council.

Today, Local 1192’s jurisdictional footprint encompasses Alabama, Mississippi, and a few counties in Tennessee and the Florida Panhandle. Millwrights in our jurisdiction work primarily in the power-generation industry. They also service the automotive, pulp-and-paper, steel, light- and heavy-manufacturing, food-and-beverage, distribution, and aerospace industries. Local 1192 is now home to more than 800 safe, professional and productive millwrights who perform their job duties right the first time, on time, every time!
MILLWRIGHT LOCAL 1554

With deep roots in Tennessee, Local 1554’s branches now stretch into neighboring states.

Chartered in 2008, Local 1554 is comprised of several former carpenter/millwright locals, including Tennessee’s first millwright-only local, Chattanooga Local 654, founded on June 16, 1949.

As millwrights began to break away from their mixed locals, the United Brotherhood of Carpenters and Joiners of America combined the millwrights from Clarksville Local 1818 and Columbia Local 2360 with the Nashville local, creating Local 1544 in 1971. A few years later, millwrights from the Knoxville local and Memphis Local 1357 were also combined with Nashville Local 1544. Thirty-seven years later, with the merger of Chattanooga Local 654 and Nashville Local 1544, Millwright Local 1554 was chartered on July 1, 2008.

Leadership and consolidation

With each business representative, we have improved the livelihoods of our brothers and sisters. Henry Park, the first business representative of Millwright Local 1544, oversaw the merger of 80 millwrights from the carpenter locals in both Clarksville and Columbia. His successor, Henry “Hank” Pierce, who served from 1981 until 2001, led the integration of millwrights from the Memphis and Knoxville carpenter locals into Local 1544.

The advantages of concentrating millwrights became apparent quickly, with more contractors being able to bid work across the state. This allowed Local 1544 to prosper with increased work opportunities and additional millwrights.

Tim Brown, the longest-serving business representative for Local 654, built many relationships with contractors in the Chattanooga area. Brown and David Park, son of Henry Park, were instrumental in the merger of their respective locals and the forming of Millwright Local 1554 in 2008. This merger created one millwright local covering all of Tennessee. It provided even more opportunities for signatory contractors and members to conduct work from one end of the state to the other.

Membership has grown to almost 700, and Local 1554 now partners with more than 80 contractors that perform work not only in Tennessee, but also in three counties in northern Alabama, two counties in east Arkansas, nine counties in northern Georgia, 10 counties in western North Carolina, and seven counties in northern Mississippi.

A brief history of Local 654

Before Local 654 was chartered, there was much work in the Chattanooga area to support efforts related to World War II. At that time, Chattanooga was a mixed carpenter/millwright local, as was common. Both carpenters and millwrights performed work at the Volunteer Army Ammunition Plant, which later became a TNT powder production plant, and then was acquired by Mueller Co. in 2010. Millwrights across the state still perform work at this historic site.

President Roosevelt signed the Tennessee Valley Authority Act on May 18, 1933, creating TVA as a federal corporation. The new agency was asked to tackle important problems facing the valley, including flooding and providing electricity to homes and businesses. UBC locals, both carpenters and millwrights, in surrounding areas performed a majority of the work, constructing and maintaining the locks, dams, and hydro power plants in the Tennessee Valley. Millwrights were still working with TVA in 1966, when Browns Ferry Nuclear Plant came online. This led to work at Sequoyah Nuclear Plant, which began operating in 1981, and Watts Bar Nuclear Plant, which dates to 1996. In addition to assisting with TVA’s nuclear power, millwrights across the state continued to perform work in other TVA power-generating plants until their closures. These sites included Watts Bar Steam Plant (1942-1982), John Sevier Steam Plant (1955-2012), Widows Creek Fossil Plant (1952-2015), and Colbert Fossil Plant (1951-2016). We continue to work at Bull Run, Cumberland, Gallatin, Kingston, Paradise, and Shawnee fossil plants.

Current work and training

Local 1554 members also work in the pulp-and-paper, automotive, and food-and-beverage industries across our jurisdiction. Some of these sites include Resolute Forest Paper, West Rock Paper, Bridgestone, General Motors, Nissan, M&M Mars, and Frito Lay.

As technology in our current industries has advanced, the need for highly skilled millwrights has increased. The tireless efforts of our training instructors have led the way for future generations of millwrights. Our four training centers currently host classes that range from basic OSHA 10-hour training to gas-turbine familiarization and paper machines. Local 1554 training centers have implemented classes to cover the specialized needs of our partnering contractors and overall industries.

The new Nashville training center, slated for completion in mid-2021, will host mechatronics classes. Staff also plan to add light-conveyor classes and props to the curriculum at the Nashville center. New textbooks have been rolled out at all training centers have implemented classes to cover the specializations of our partnering contractors and overall industries.

Through training and solidarity, we strive to raise each other up at Local 1554. Considering our history and where the foresight of our past leadership has taken us, we will continue to do just that.

BY WILLIAM CONDON, BUSINESS AGENT

LOCAL HISTORIES - CENTRAL REGION

SOUTHERNSTATESMILLWRIGHTS.ORG 19
Millwright Local 1000, which covers central and south Florida, was founded in 1979, but its roots are older, dating to 1952.

Here is the series of events that led to the creation of the local we know today:

- On April 28, 1952, Local 1510 was the first chartered millwright local in Tampa, Florida. The first business agent was L.W. Rushing of the United Brotherhood of Carpenters’ Gulf Coast District Council. Local 1510 started with approximately 50 members.
- In January of 1976, Local 1510 merged with Millwright and Piledrivers Local 1966, which was in Hallandale, Florida. The new local was chartered as Millwrights and Piledrivers Local 1504, located in Tampa.
- In early 1979, Local 1504 was split into two new locals: Millwright Local 1000 in Tampa and Millwrights and Piledrivers Local 1026 in Hallandale. Local 1000 was officially chartered on Feb. 1, 1979.
- In April of 2004, the UBC transferred the Millwrights from Local 1026 to Local 1000 and awarded Local 1000 the millwright jurisdiction of South Florida, including the Keys. Local 1026 became a piledriver-only local.

The phosphate-mining industry has provided significant work opportunities for members not only during Local 1000’s history, but going all the way back to Local 1510. Today, 80% of Local 1000’s work comes from the power-generation industry. We also work in all of Florida’s international airports, at Kennedy Space Center and Walt Disney World, in food-and-beverage facilities, and in bowling alleys. We perform capital, maintenance, and outage work in plants throughout our jurisdiction, supporting our signatory employers and many facility owners throughout our footprint.

Our local now consists of more than 500 members. We are working closely with our signatory contractors to expand into alternate markets. By doing this, we can assist our business partners in the growth of their companies and provide more employment opportunities to our membership, increasing our man-hours and recruitment abilities and leading to membership growth.

I would like to thank Steve Cothron, retired Local 1000 business representative and a 47-year member, for helping gather information for this article.

BY CLIFF TUCKER, BUSINESS AGENT

ABOVE: Marty Beary and Steve Cothron with Leroy Becker as Becker receives his 50-year pin in 1995

BELOW: Local 1510 members on the job

20 THE MILLWRIGHT 2020
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n November 22, 1960, Millwright Local Union 1263 was established in Atlanta. Our local has experienced much growth in its 60-year history, and today it covers Georgia, South Carolina, North Carolina, and eight counties in Alabama. Our first expansion was into north Georgia. In 1970, Jim Cooper, who had been 1263’s business representative since the local was chartered, and J. W. Whittle, business representative of Carpenters Local 1977, which was a mixed local of carpenters, millwrights, and piledrivers located in Rome, Georgia, worked together to merge Local 1977’s millwrights and millwright jurisdiction into Millwright Local 1263. Thereafter, members who were originally in the Rome local were called “Romanites” by the Local 1263 Atlanta “Home Boys.”

Millwright representation in the UBC

Local 1263 has long been a promoter of millwright representation within the United Brotherhood of Carpenters’ organization. In November of 1990, business representatives of millwright locals in the UBC’s Fourth District, made up of Georgia, Alabama, Tennessee, Florida, and the Carolinas, held a meeting in Atlanta to discuss establishing a millwright association. After that meeting, we requested advice from the General Office of the United Brotherhood of Carpenters. During a second meeting held Feb. 10-12, 1991, in Dania, Florida, with 12 millwright locals represented and UBC General Secretary John “Whitey” Rogers and other UBC leaders in attendance, the Fourth District Millwright Association was founded. Later, we became a part of the Eastern Millwright Association. Then, the Eastern Millwright Association, the Western Millwright Association, and the Canadian Millwright Association joined to become the International Millwright Association, now known as UBC Millwrights.

On June 16, 1997, Millwright Local Union 1263 became part of the Southeastern Carpenters Regional Council, which included UBC locals in Georgia, North Carolina, and South Carolina. On Sept. 7, 2010, another change was made. “The Best Just Got Better” was a slogan on T-shirts worn by millwrights across the South after the Southern States Millwright Regional Council was established.

Rapid growth

During Local 1263’s transition from the Southeastern Carpenters Regional Council to the Southern States Millwright Regional Council, our membership spiked from 400 to around 1,100 millwrights. This happened because millwrights in the mixed locals of the Southeastern Carpenters Regional Council were assigned to our local, and we were given the millwright jurisdiction of Georgia, North Carolina, South Carolina, and the eight Alabama counties bordering Georgia from the Florida line to L anette, Alabama.

Diverse work opportunities

From the beginning, members of Local 1263 have performed work spanning the extremely diverse millwright trade. In the 1960s, union millwrights worked at “big three” auto plants in or near Atlanta: Dodge in Lakewood, Ford in Doraville, and General Motors. Several power-generation plants were within a one-hour drive of Atlanta. Members also worked in the food-and-beverage, paper, and steel industries, with Atlantic Steel providing many of the steel-industry jobs.

Today, Local 1263 serves the same industries, with work spread across 67 contractors in 2019. Local 1263 has more contractor partners than any other SSMRC local. More than 1,000 members, including 784 working journeymen, make up our local. Recent projects have included Georgia Power’s Plant Vogtle with contractors TurbinePROs and Richmond County Contractors, work at BMW’s Plant Spartanburg in South Carolina with contractor Durr, a UPS facility in Atlanta with contractor Western Industrial, and Amazon work with Western Industrial and Vanderlande.

Going forward, we plan to continue serving a large number of contractors in a wide range of industries. Our growth strategy is to gain additional work by expanding our training program and through word-of-mouth advertising among contractors. Local 1263 will build on its legacy to create a bright future for its members.

I wish to thank Richard L. Bone, a 60-year member of Local 1263 and a 70-year member of the UBC, and Elmo L. Shupe, Jr., a 60-year UBC member and 50-year Local 1263 member, for providing information for this article.

Leadership history

The charter president of Local 1263 was William “Bill” Burnette, and the charter business representative was Jim Cooper.

In 1975, two business representatives were chosen for the local. Marion Douglas Wilson covered the Atlanta area, and Doug Jones covered the Rome area. In 1977, members elected Carl Green as business representative, and he resigned for health reasons after only one year. The members elected Burnette as business representative and financial secretary in 1978.

In June of 1981, Lewis Douglas Bone was elected business representative and financial secretary. In June of 1990, I, Michael C. Hamilton, was elected business representative and financial secretary. At the same time, Dickie L. Bone was elected our president, replacing Ray Halford, who was president during the years Douglas Bone was our business representative.

After the Southern States Millwright Regional Council was founded in 2010, EST Dennis Donahou decided our local again needed a second business agent. Logan Brown joined me as a business representative of Local 1263. After Allen Wayne Jennings became the SSMRC’s EST in 2015, he selected Brown as the council’s Eastern Region director. Brother Charles Smith, Jr. took Brown’s place as Local 1263 business agent.
The history of Local 2411, which covers the Florida Panhandle, mirrors the economic story of our state. Florida had very little industry before the 20th century, and in 1900 most people lived within 50 miles of the Georgia border. That slowly began to change after World War I, and things really took off after the Great Depression. With the New Deal enacted by Franklin D. Roosevelt in the 1930s, opportunities came to Florida.

If you drive around North Florida, you see miles and miles of pine trees. There are a lot of rivers, too. These are the two main resources you need to make paper! In the late 1930s, companies began building pulp-and-paper mills in North Florida: Alton Box Board (1936) in Jacksonville; Rayonier (1937) and Kraft Paper (1938) in Fernandina Beach; and U. S. Gypsum (1939).

After World War II, construction slowed, but many of the soldiers who came through Florida for their military training decided to come back and make the state their home. The population grew by more than 40%, and that meant increased needs for electricity and other infrastructure. The exploding population, burgeoning paper industry, and growing infrastructure demands are the main reasons Local 2411 was chartered. There were carpenter locals throughout North Florida prior to Local 2411’s founding. The Jacksonville local was the largest, and there were smaller locals in St. Augustine, Daytona, Palatka, Gainesville, Ocala, Tallahassee, and other locations. Jacksonville had the most millwrights, and each of the other locals had a few millwrights as well. When contractors bid work, they had to use the contracts of every local from which they planned to draw millwrights. If a large project was being bid, the big question for contractors was always: “Can we get the needed millwrights?” The chartering of Millwright Local 2411 on Nov. 11, 1950, solved that problem.

We began with 22 members, and every month more millwrights transferred to Local 2411 from other Florida locals. By March of 1951 the local had doubled in size. We grew to approximately 200 members in 2001, and have had average growth of 2% per year since 2008.

We all know that not only do we construct and install machinery, but we also maintain it. That is why we are considered essential workers! Local 2411 members not only continue to build power plants, processing facilities, and paper machines—we continue to replace, modify, and repair existing equipment. Local 2411 will be 70 years old this year. We plan to celebrate with a combined anniversary and Christmas party on Dec. 3. Our members will reflect on our local’s history as we look forward to continuing to evolve with Florida’s economy, providing our partner contractors and facility owners with safe, productive, and professional millwright services.

**CHARTER MEMBERS**

The Charter members of Local 2411 were: W. W. Simon (president), Edgar McCulloth (vice president), Harry Gregory (recording secretary), Philip Gordi (financial secretary), Wesley Y. Shaffer (trustee), Thomas Davis (trustee), E. H. Holmes (trustee), Frank W. Johnson (warden), Horace Y. Fox (conductor), Floyd Britt, George Marshall, Harry Manges, R. B. Altman, B. Bramlitt, C. Buchar, Bob Curlee, W. C. Currie, Otha Kiggans, and Alonso Miller.

**MAJOR PROJECTS**

- **1950 – 1955**
  - JEA Southside Generating Station Unit 1; St. Regis Paper Mill #1 Machine (now WestRock); Buckeye Paper Mill #1 Machine (now Georgia Pacific); Maxwell House Coffee Instant Coffee Line

- **1956 – 1970**
  - Kraft Paper Mill #2 Machine (now Container Corporation); JEA Northside Generating Station Unit 1

- **1961 – 1965**
  - Occidental Phosphate Mine (now PCS); JEA Northside Generating Station Unit 1

- **1966 – 1970**
  - St. Regis Paper Mill #2 Machine; Hudson Pulp and Paper #2 Machine (now Georgia Pacific)

- **1971 – 1975**
  - Kraft Paper Mill #2 Machine (now Container Corporation); JEA Northside Generating Station Unit 1; Anheuser-Busch Line 1 and keg line

- **1976 – 1980**
  - Crystal River Nuclear Power Plant; USPS Bulk Mail Facility; JEA Northside Generating Station Unit 3

- **1981 – 1985**
  - Seminole Electric Unit 1 and 2

- **1986-1990**
  - St. Johns River Power Port Unit 1 and 2

- **1991-1995**
  - Anheuser-Busch Can Line 64; Cedar Bay Power Plant

- **1996 – 2000**
  - Jacksonville Intl. Airport Expansion

- **2001 – 2005**
  - JEA Brandy Branch Unit 1, 2, 3

- **2005 – 2010**
  - Metal Container Line 1 and 2 replacements; Seminole Electric Boiler Modification Unit 1 and 2; St. Johns River Power Port Boiler Modification Unit 1 and 2

- **2011 – 2015**
  - Rayonier Dryer Can Replacement

- **2016-2020**
  - JEA Brandy Branch Major Outage; Georgia Pacific Palatka new tissue machine
When the Southern States Millwright Regional Council was founded in 2010, there were only two state political committees – one in Arkansas and one in Florida – that our organization could utilize. As the need for union political committees has grown stronger during the past decade, the SSMRC has embarked on a journey to determine the best way to structure a government-relations arm that would benefit members through increased work opportunities and state- and local-level attention to vital labor issues such as prevailing wages and workers’ compensation.

Initially, we explored the idea of having one political committee and board of directors for our entire 11-state district. That route was a dead end because of vast differences in state laws governing political committees. In each state, ethics commissions and labor departments set often-complex rules. It became apparent the SSMRC would need to create and operate multiple committees. While forming a committee is a tedious process that is unique for almost every state, we are well on our way to covering all areas in our district.

Currently, SSMRC political committees can contribute to candidates in Arkansas, Oklahoma, Louisiana, Florida, and Texas. Work on a Georgia political committee is underway, and Tennessee is up next. See the sidebar on page 24 for details about political-committee coverage of particular states.

In keeping with the move to establish multiple committees, the SSMRC began forming boards of directors for those individual committees last year. Previously, when a political candidate asked for a contribution, the SSMRC executive board would vote on whether to fulfill the request. Now, committee boards make decisions regarding budgets and contributions to political candidates in their areas. Board members of each committee consist of a chairperson, treasurer, and deputy treasurer.

What do the SSMRC’s political committees do?
SSMRC political committees operate at the state, county, and city levels. Our parent organization, the United Brotherhood of Carpenters and Joiners of America, handles federal-level political matters. Our council’s committees work to form political partnerships that will help pass labor-friendly laws and give council representatives a seat at the table to discuss how our members could be assets to major projects. Committees also promote political involvement and voting among our membership.

Just as large corporations have political pull, union political committees seek to provide similar influence for working people. Some of the labor issues we discuss with legislators include right-to-work laws, health and welfare benefits, unemployment-insurance programs, prevailing wages, workers’ compensation, workplace safety, tax fraud in relation to construction projects, H2B visas, and apprenticeship standards.

When our government connections get us a seat at the table to discuss large-scale projects with owners and contractors, we sell the value of union millwright labor. We talk about our training through apprenticeships and journeymen...
PROGRESS TOWARD LEGISLATIVE ACTION THROUGHOUT OUR DISTRICT

Following are status updates on existing SSMRC political committees and progress reports on the establishment of new committees. Our strategy is to tackle the toughest states first, learn our lessons, and then roll into states where setting up committees is easier.

Arkansas, Oklahoma, and Louisiana

The Arkansas Political Action Committee was a combined carpenter and millwright committee. When the SSMRC was formed in 2010, it took over the millwright side of the committee. The Central South Carpenters Regional Council now operates the carpenter-focused aspects of the committee.

Arkansas’ political committee can contribute to Oklahoma and Louisiana state candidates, too, but Oklahoma has strict guidelines regarding out-of-state contributions. While Oklahoma does not need its own committee, Louisiana does. Although we currently partner with the Carpenter Political Fund in Louisiana, we have plans to establish a millwright political fund for Louisiana.

Florida

Once the SSMRC was established, it began managing Florida’s existing millwright political committee. The Florida fund underwent a name change and is now called the SSMRC Florida Political Committee.

Texas

After much time and effort by SSMRC staff, the Texas Political Committee became official in January of 2020. At first we thought we could mirror Florida’s committee when setting up the Texas organization, but Florida’s contribution system is not legal in Texas. We couldn’t mimic Arkansas’ system either, so we built the Texas committee from the ground up, strictly following the Texas Ethics Commission’s rules. Currently, we are waiting for Texas members to get involved and begin authorizing the SSMRC to redirect a nickel from supplemental dues into the fund. You can do this at www.southernstatesmillwrights.org/txpc-checkoff.xml.

Georgia

We are on the ground floor of founding a political committee in Georgia. We are exploring the requirements of the Georgia State Ethics Commission, scheduling meetings, and will likely seek legal guidance once we understand what paperwork needs to be filed. The COVID-19 pandemic slowed progress on our work in Georgia, but we remain focused and will get the Georgia fund up and running as soon as possible.

Tennessee

After the Georgia political committee is established, we will turn our eyes to Tennessee. We expect the Tennessee committee to be established in late 2020 or early 2021. As in every state, member participation will be crucial.

After the Georgia political committee is established, we will turn our eyes to Tennessee. We expect the Tennessee committee to be established in late 2020 or early 2021. As in every state, member participation will be crucial.

Bipartisan support

Following the example of our UBC parent organization, SSMRC political committees are bipartisan and open to working with all politicians who champion the goals of working people.

When approached by candidates who have held office before, our political-committee boards look at voting records, and we monitor the voting records of politicians we have assisted. We hold those elected officials accountable to the promises they made, and we encourage our members to do the same in regard to politicians they have supported with their votes. Members are sometimes disappointed to see officials they supported opposing union issues they said they would favor. In such cases, we urge members to contact the politicians’ offices and let them know how they feel.

Because legislators’ jobs boil down to deciding how to spend budgets, most (regardless of political party) think in terms of dollars and cents. SSMRC political-committee representatives understand this and speak lawmakers’ language when working with them. If we can show them how labor-friendly laws and union workers on big projects are good financially for their state or municipality, they will find a way to get us onboard. We do this by explaining the value we bring to their areas in terms of tax dollars, employment, and apprenticeship programs.

Why union political committees are needed

The Southern States Millwright Regional Council’s goal is to have a political committee or a political footprint in the majority of our states. We need to do this because every year, state-level bills and other legislation threaten the rights of working people. Some of those bills have been successful in recent years. For example, Arkansas’ prevailing-wage law was lost in 2017 – a defeat that hurt working families across the state (see more about prevailing wages in the box to the right).

On the other hand, we have won victories as well.

FILL OUT YOUR CENSUS FORM

The U.S. census was issued this year, and if you haven’t filled it out yet, there’s still time.

The census provides critical data that lawmakers, business owners, educators, and many others use to provide daily services, products, and support for you and your community. Every year, billions of dollars in federal funding go to hospitals, fire departments, schools, infrastructure projects, and other resources based on census data.

Results of the census also determine the number of seats each state will have in the U.S. House of Representatives. Census results are used to draw congressional and state legislative districts as well. It’s also in the Constitution: Article 1, Section 2, mandates that the country conduct a count of its population once every 10 years. The 2020 Census will mark the 24th time that the country has counted its population since 1790.

To make sure your household counts, fill out the form at 2020census.gov or complete the paper census card you should have received in the mail. It takes only a few minutes.
All Americans have a constitutional right to vote. You can check your voter registration in 30 seconds at verify.vote.org and register to vote at vote.gov or in person at your state or local election office. Applying for an absentee ballot at vote.org/absentee-ballot takes only 2 minutes. Learn more about voter registration at www.usa.gov/register-to-vote.

WHAT IS PREVAILING WAGE?

Prevailing wage is the hourly wage, plus typical benefits and overtime, paid to the majority of workers in a particular trade within a particular geographic area. The federal government and 32 states have prevailing-wage laws that require contractors to provide prevailing wages to their employees when doing business with a government agency. These laws reduce the chances contractors will “low ball” their bids by underpaying workers. Currently, Tennessee and Texas are the only states in the SSMRC’s 11-state district to have prevailing-wage laws.

CANDIDATES THE SSMRC SUPPORTS

Candidates the SSMRC is supporting, through political committees or endorsements (in states where we do not have political committees yet) are:

ARKANSAS

Clark Tucker, a candidate for the Arkansas Senate. Tucker represented the 35th district, which includes part of Little Rock and greater Pulaski County, in the Arkansas House of Representatives from 2014 until 2019. Tucker has worked to increase economic opportunities for workers and access to health care for families.

Matt Stallings, who is running for Arkansas House of Representatives, district 38. Stallings plans to focus on issues that affect the working class. He has served as the political director of the Arkansas Professional Fire Fighters Association. Last year, he advocated for Crump’s Law, which gives firefighters diagnosed with cancer six months of paid sick leave.

Gwen Ford Faulkenberry, who is running for Arkansas State Representative, district 82. An English teacher and mother of four, Faulkenberry lists jobs, public schools and health care as her core issues.

FLORIDA

Patricia “Pat” Kemp, who is running for re-election as Hillsborough County commissioner, district 6. Kemp is a long-time advocate for improving transportation in the county and the region.

Darryl Ervin Rouson, who is running for re-election to the Florida Senate, district 19. Rouson’s legislative priorities include creating innovative solutions to transportation issues and increasing funding for substance-abuse and mental-health issues.

Lynn Gray, who is running for re-election on the Hillsborough County School Board, district 7, in Tampa, Florida. Gray has been a teacher and instructional leader for more than 26 years.

Many thousands of man-hours our members have worked in northeast Arkansas’ burgeoning steel industry during the past six years are directly tied to the SSMRC’s political efforts. SSMRC members helped build the $1.3 billion Big River Steel Mill, which opened in January 2017 near Osceola, Arkansas, and have worked at the plant off and on since then. Big River had ties to state government because it was a beneficiary of an Arkansas constitutional amendment that provides incentives for economic-development “super projects.” Years before construction began in 2015, the SSMRC began building relationships and laying political groundwork to secure a seat at the table to sell how union millwrights could enhance the project. Because our millwrights performed so well at Big River Steel, working for Stevens Engineers & Constructors, we have secured contracts for additional steel-industry projects in the area. This includes partnering with contractors who had not used union labor in 40 years. Without a political presence, we would not have had the opportunity to prove our value.

To ensure similar successes and legislative wins in the future, I encourage members to stay up to date with the progress of SSMRC political committees in their areas. These committees will not be successful without member input, participation, and contributions. The SSMRC is not asking for additional monies to fund these political committees. We are just asking our members to reallocate 5 cents per hour from existing working assessments. I look forward to keeping you informed as the SSMRC’s journey to provide political representation for its members continues.
Keeping pace

BY OLIVIA MCMURREY, COMMUNICATIONS DIRECTOR
Union millwrights are playing a key role in construction of the $1.6 billion, 3.7 million-square-foot Mazda Toyota Manufacturing plant in Huntsville, Alabama. “It’s the biggest thing going on in the Southeast right now,” said Clint Smith, business representative for Millwright Local 1192, which covers Alabama, Mississippi and part of the Florida panhandle.

The plant is slated to begin production in 2021 and will produce up to 300,000 vehicles per year – 150,000 units of a future Mazda crossover vehicle and up to 150,000 units of a Toyota SUV. Mazda and Toyota announced their plans to build a joint U.S. plant in 2017, and a ceremonial groundbreaking event was held at the 2,400-acre site in late 2018.

Monty Hagstrom, senior manager of production engineering for Toyota Motor North America, noted that unlike many auto-manufacturing construction projects, this one started from scratch – with no existing building or infrastructure. Roads, utility lines, industrial-waste systems, and more all had to be built or installed. A railroad line was even rerouted to supply the plant.

Overlapping activities between building construction and equipment installation also create challenges. Multiple buildings comprise the plant, and the site will house production facilities for 10 parts suppliers as well.

**Millwrights’ work**

Members of the Southern States Millwright Regional Council began working at the site in January of 2020 and likely will be part of the construction team through July of 2021. They are installing all processing equipment in the plant, including conveyor systems that haul vehicles through miles of assembly lines and robots that paint and weld together body panels after massive, three-story-tall presses stamp them out. At the height of the project, millwrights will provide approximately 35% of the jobsite’s total manpower, Smith said. He expects the project to employ 700 to 1,000 millwrights through partnerships with at least eight contractors.

The auto-manufacturing plant is not only giving Local 1192 members an abundance of man-hours – it’s providing those
work opportunities close to home. “The majority of 1192 members travel,” Smith said. “This will give some of them who probably hadn’t worked at home more than six weeks out of a year in the last 10 years the opportunity to work at home.” Even those who can’t commute to the site every day can easily travel home on weekends, Smith continued.

Calder Manley, a Local 1192 member with a 30-minute commute to the Mazda-Toyota jobsite, said he’s used to spending months away from home, working in other states. “I’m loving it,” Manley said of his work in Huntsville. “I love being here at the house. I love that we’re getting as many hours as we’ve been getting. There couldn’t be a better job.”

Manley, a millwright steward who has been working at the plant with contractor Trade-Mark Industrial since Jan. 16, said SSMRC millwrights have been doing robot layout and installation and conveyor work, and expect to do more of the same.

“A whole lot more work needs to be done,” Manley said in May. “There are other buildings that haven’t got anything in them yet.”

The first step when millwrights go into an open area of the plant is layout – determining and marking where robots or conveyor equipment should be installed. Mazda/Toyota engineers provide detailed drawings. Millwrights identify the monument or column line referenced in the drawing, then begin the layout. “They hand us a print and say, ‘Here’s your numbers. Go out there and make some lines on the floor,’” Manley said. By ensuring precise measurements from the beginning, millwrights make certain all equipment will be installed accurately.

To set each robot, a millwright positions it over the layout marks, brings it to proper elevation, ensures it is level, and anchors it. The placement has to be exact. Elevation tolerance for the robots is plus or minus a millimeter, and leveling tolerance is within half a graduation, Manley said. “It really needs to be perfect, though,” he added.

If not, the Toyota or Mazda teams that check millwrights’ work will note the error or programming the robots will take longer than it should. “We’ve been doing really well,” Manley said.

Al Bolton, project manager for Trade-Mark Industrial, backs up that comment. Bolton has been a millwright himself for 28 years and has worked in auto plants for two decades. “I would put these millwrights against anybody I ever worked with,” he said.

**Contractor relationships**

Because Mazda Toyota Manufacturing chose to build the Huntsville facility using union labor, all contractors at the site are working under a building trades project labor agreement. “I think the past productivity of all the building trades played a big part in Mazda Toyota Manufacturing choosing to go union,” Smith said.

Jeff Smith, SSMRC Central Region director, said labor capacity was an important consideration as well. “We’ve got the manpower to build that size of a plant,” he said.

In addition to working with Trade-Mark Industrial, SSMRC millwrights will provide labor for contractors D.H. Griffin, Duncan Machinery Movers, Elkin River Mechanical, D&D Machinery Movers, Johnson Contractors, Standard Prime LLC, and more. The SSMRC has a long-running relationship with Trade-Mark and has worked previously with all the aforementioned companies except one, a non-union contractor that will install conveyors for the paint shop and part of the assembly line in the Toyota portion of the plant. If union millwrights perform well at Mazda Toyota Manufacturing, Clint Smith said, the contractor will consider signing the local collective bargaining agreement and continuing to pursue opportunities within the Local 1192 jurisdiction.

Trade-Mark Industrial, which is based in Cambridge, Ontario, Canada, and has a U.S. branch in Frankfort, Kentucky, is responsible for installation of all process equipment in the Toyota portion of the welding shop. SSMRC millwrights working with Trade-Mark have been unloading, uncrating, and placing robotic welding cells that will be used in sub-assembly and major body welding cells that will be used in sub-assembly and major body assembly of the Toyota SUV.

Bolton said SSMRC millwrights are extremely well-trained, safe workers who have enhanced Trade-Mark’s relationship with Toyota. “They haven’t even used a Band-Aid,” he said.
The flexibility of the SSMRC organization and the millwrights’ productivity also have helped keep Trade-Mark on schedule despite a range of unexpected challenges, Bolton said.

**Staying on schedule**

Monty Hagstrom with Toyota said he’s seen obstacles at the Huntsville site that he hasn’t experienced with any other project in 20 years. Rain almost every day in February, March, and the first half of April created challenges with building construction. Then the dew point and humidity were just right many days to produce fog and condensation inside partially completed structures.

Trade-Mark began work at the site on schedule, because Toyota wanted the contractor to do what it could to maintain the construction timeline, but parts of the floor were missing and some parts of the building were still affected by weather conditions, Bolton said.

The manpower curve Bolton had expected and Smith had agreed to provide was significantly altered. Delays in calling in millwrights were followed by requests for large numbers of workers with little notice. “They were really flexible with us on supplying manpower when we needed it and supplying the numbers we needed,” Bolton said of Local 1192.

The millwrights themselves have helped keep the job on track as well. “Their attendance has been excellent, and their attitudes have been excellent,” Bolton said. “Because of the excellent productivity out of people here, we’ve maintained schedule. That means we’re doing extremely well.”

**COVID-19-related challenges and precautions**

COVID-19 also has slowed the project and added hurdles. Early in the year, equipment millwrights were supposed to install was held up in China due to shipping delays related to COVID-19.

Hagstrom said Mazda Toyota Manufacturing and its contractors have taken many steps to protect workers at the site from COVID-19. MTM’s safety measures in response to the virus include social distancing, more frequent cleaning, additional hand-washing and sanitizing stations, increased supplies of hand sanitizer and sanitizer wipes in worker break areas, daily audits to identify worksite areas needing improvement, and a detailed COVID-19-related analysis of more than 500 jobs.

Trade-Mark Industrial addresses COVID-19 in daily safety talks. When employees report to work each day, they answer a COVID-19-related questionnaire, and those with symptoms have to leave the site and get tested. In the break area, 100 tables are spaced 6 feet away from one another. Every time a worker leaves a table, an employee cleans it with bleach. Two employees work full time sanitizing break areas, tools, and equipment. When employees work in close proximity to one another, they must wear masks and gloves.

“The millwrights and Trade-Mark have set the standard for this plant and shown that even with the challenges of COVID-19, work can be completed safely and efficiently,” Bolton said.

**Generations of opportunity**

Smith and Bolton noted the Mazda Toyota Manufacturing plant will provide millwright work opportunities even after construction ends. Maintenance will be ongoing, and model changes every few years will call for millwright skills. “A plant like this creates opportunities for union trades for generations of work,” Bolton said.

Trade-Mark and similar contractors typically make an investment during construction of facilities such as the MTM plant in Huntsville with hopes of earning maintenance contracts and the long-term employment opportunities they provide, Bolton said. That’s what the contractor did with the Toyota Motor Manufacturing plant SSMRC millwrights helped build in Blue Springs, Mississippi. Trade-Mark maintains a full-time maintenance crew, including SSMRC members, at the site. If the company sets up a crew at the MTM plant, it will employ SSMRC millwrights as well, Bolton said.

SSMRC member Calder Manley said he hopes to continue working with Trade-Mark at the site for years to come. “This is at least two years of work for me, possibly longer, he said. “I’m hoping to be in the shop here and possibly run the shop one day.”

**Demonstrating the value of union labor**

Bolton said all millwright activities have gone smoothly and information from Mazda Toyota Manufacturing has facilitated workflow.

“Millwrights are showing the client it made the right choice going with union trades for this job,” Bolton said. “The client continues to compliment millwrights on this project, and they should be really proud of themselves.”

Hagstrom said despite the challenges the project has faced, “there have been great rewards, many construction milestones met, and opportunities to collaborate with our business partners to help us complete construction and reach start of production. Mazda Toyota Manufacturing has a strong relationship with the Southern States Millwrights on this project, with good communication and collaboration. We appreciate the continued support of the millwrights to make this project successful.”
Stepping up

SSMRC millwrights helped contractor Walbridge restore a tornado-damaged automotive plant in record time.

BY OLIVIA MCMURREY, COMMUNICATIONS DIRECTOR
Southern States Millwrights were among the first workers to answer a contractor’s call for assistance in mid-April, after a tornado struck and severely damaged a Seneca, South Carolina, facility that is the sole manufacturer of transfer cases for some Ford, Toyota, and Fiat Chrysler trucks and SUVs.

With less than a day’s notice, 11 members of the Southern States Millwright Regional Council arrived at the BorgWarner plant on April 16 and began working with contractor Walbridge Equipment Installation LLC to remove damaged materials from the building and structurally stabilize it. Future phases of the project will include rebuilding the roof and walls and repairing equipment inside the 350,000-square-foot facility. Whether automakers could restart production of affected models as planned (after COVID-19-related shutdowns) hinged on the BorgWarner plant coming back online quickly.

“We got that job manned in a matter of hours,” said Logan Brown, director of the SSMRC’s Eastern Region. “Eleven millwrights and nine carpenters jumped on the opportunity and showed up the next day. When you call people at 5 p.m. and ask them to show up at 7 in the morning, and they do, it testifies to the professionalism of millwrights.” Most SSMRC members working on the project had to drive several hours from their homes to the BorgWarner site.

Walbridge and millwrights answer the call
Ford Motor Company sent Walbridge, one of its preferred contractors, to the BorgWarner plant after the tornado struck April 13, damaging 80% to 90% of the facility and killing a security guard. The roof, HVAC equipment, fire-suppression systems, and most of the bar joist structures in the assembly, storage, and shipping areas of the plant were destroyed.

Walbridge replaced a non-union contractor that was already on site, said Casey Grasso, field operations manager for Walbridge. “Ford wanted us to make sure their assets were protected and brought back up,” Grasso said.

After reaching out unsuccessfully to another trade group, Grasso contacted Brown, and millwrights and carpenters manned the job the next day. The SSMRC usually gives members a week’s notice before a job begins so they have time to arrange lodging and travel to the site.

“These guys jumped all over it,” Brown said. “Members know we haven’t worked in that plant. It’s a great opportunity to showcase our skills and professionalism and to garner market share in the automotive sector.”

Challenges at the site
Ford was particularly concerned about production of the F-150 pickup truck, Grasso said. The Seneca BorgWarner plant is the only supplier of transfer cases for that model, and a March 3 tornado damaged the Nashville, Tennessee, facility that supplies windshields for the F-150.

“The F-150 can’t really catch a break this year,” Grasso said in late April. “We just got the glass plant back online, and now the transmission plant gets hit.”

Production restarted at the Seneca facility while repairs...
continued. Walbridge constructed a temporary roof and walls inside the building’s outer shell, then worked on permanent repairs.

“It was a surgical demo site,” Grasso said of the first phase of the project. “We cleaned up and made things safe so that the auto plant personnel could get back in there and power up process equipment.”

Walbridge and its workers faced many challenges related to restoring a manufacturing facility after a natural disaster. “It’s a very undefined scope,” Grasso said. “Day to day it changes, just depending on what we come across. There was no pre-planning, just an instantaneous response – trying to get manpower and trying to meet the quick turnaround. You have absolutely zero idea when you first approach a project like this what the scope of the job is even going to entail.”

Counting day and night shifts, approximately 700 workers, including 40 millwrights, carpenters, ironworkers, and 200 laborers, were on the job in late April. Scaffolding erectors and electrical, piping, and mechanical contractors also were on site. Millwrights led and assisted with rigging and lifting of debris and new materials. They also demolished damaged sections of the building structure.

Aaron Stone, an SSMRC member who finished his apprenticeship and became a journeyman millwright April 5, served as the day-shift steward for the SSMRC’s millwrights.

Stone said Walbridge used composite crews of millwrights, carpenters, and ironworkers, and he likes that setup. “That way, if we run into any issues that would call for a millwright’s specialties to figure out what to do, then we have that,” he said. “Or if we run into something having to do with the structure of the building, we can ask ironworkers what’s the best option. And then we have the carpenters as well.

It’s just a melting pot of trades. And if any issues come up, together, we can usually solve them.”

Jobsite safety
Demolition and clean up after natural disasters is inherently dangerous. At the BorgWarner plant, large pieces of metal and other debris were dangling precariously from the roof when work began.

“Nobody’s gotten hurt on the job,” Stone said, “which is really good for demolition work. We’ve been able to take apart this building in a safe manner rather than just going gung ho and hoping no one gets hurt.”

In addition to the usual hazards, COVID-19 was a health threat. Workers are instructed to maintain social distance of at least 6 feet, and, when they can’t, they have to wear masks, Grasso said. “It’s definitely more challenging as far as PPE,” he continued.

Stone said plenty of hand-washing stations are accessible at the site and those stations and portable restrooms are kept clean. Posters throughout the plant remind workers of the COVID-19 safety guidelines.

Successful partnership
Grasso said the project has moved more swiftly than expected, and he attributed part of that success to SSMRC millwrights. Not only were they among the first workers on site, but “they are adaptable and have a diverse skill set,” Grasso said. “With work that’s outside of their normal realm, they were still able to perform.”

Grasso also appreciated working with Logan Brown, the SSMRC Eastern Region director. “Of all the trade locals that I had to deal with, he was by far the most helpful,” Grasso said.

While parts of the plant were still undergoing repairs, Borg-Warner employees resumed work on May 4. Ongoing repairs at the BorgWarner plant are expected to employ five SSMRC millwrights through at least mid-November of 2020. “It is amazing the work the SSMRC millwrights have done and assisted in,” said Charlie Smith, business representative for Millwright Local 1263. “There was severe damage literally to half of the facility.”

In addition to helping at the BorgWarner plant, the SSMRC is working with Walbridge to build an Amazon distribution center in Lakeland, Florida. Grasso said Walbridge looks forward to working with SSMRC millwrights on future projects as well. “Walbridge has done quite a bit with Southern States Millwrights and is in the process of doing quite a bit more,” he said. “They’ve been absolutely wonderful.”
WEINGARTEN RIGHTS

Weingarten rights guarantee an employee the right to union representation during an investigatory interview. These rights, established by the Supreme Court in 1975 in the case of J. Weingarten Inc., must be claimed by the employee. The supervisor has no obligation to inform an employee that s/he is entitled to union representation.

What is an Investigatory Interview?
An investigatory interview is one in which a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct. If an employee has a reasonable belief that discipline or discharge may result from what s/he says, the employee has the right to request union representation.

Examples of such an interview are:
1. The interview is part of the employer’s disciplinary procedure or is a component of the employer’s procedure for determining whether discipline will be imposed.
2. The purpose of the interview is to investigate an employee’s performance where discipline, demotion or other adverse consequences to the employee’s job status or working conditions are a possible result.
3. The purpose of the interview is to elicit facts from the employee to support disciplinary action that is probable or that is being considered, or to obtain admissions of misconduct or other evidence to support a disciplinary decision already made.
4. The employee is required to explain his/her conduct, or defend it during the interview, or is compelled to answer questions or give evidence.

It is an obligation of the union to educate bargaining unit employees about their Weingarten rights BEFORE an occasion to use them arises. An employee must state to the employer that he/she wants a union representative present; the employer has no obligation to ask the employee if s/he wants a representative.

Weingarten Rules
When an investigatory interview occurs, the following rules apply:

**Rule 1** - The employee must make a clear request for union representation before or during the interview. The employee can’t be punished for making this request.

**Rule 2** - After the employee makes the request, the supervisor has three options. S/he must either:
   a. Grant the request and delay the interview until the union representative arrives and has a chance to consult privately with the employee; or
   b. Deny the request and end the interview immediately; or
   c. Give the employee a choice of: 1) having the interview without representation; or 2) ending the interview.

**Rule 3** - If the supervisor denies the request and continues to ask questions, this is an unfair labor practice and the employee has a right to refuse to answer. The employee cannot be disciplined for such refusal but is required to sit there until the supervisor terminates the interview. Leaving before this happens may constitute punishable insubordination.

Union Representatives’ Rights Under Weingarten
You are not required to merely be ‘silent witness.’ You have the right to:
1. Be informed by the supervisor of the subject matter of the interview;
2. Take the employee aside for a private conference before questioning begins;
3. Speak during the interview;
4. Request that the supervisor clarify a question so that what is being asked is understood;
5. Give the employee advice on how to answer a question;
6. Provide additional information to the supervisor at the end of the questioning.

You do not have the right to tell the employee not to answer nor, obviously, to give false answers. An employee can be disciplined for refusing to answer questions.

A standard statement to suggest to members is:
“If this discussion could in any way lead to my being disciplined or discharged, I request that my union representative be present at the meeting. Without representation, I choose not to answer any questions.”

The employer will be ordered to cease and desist and to post a notice. Discipline that is imposed for insisting on Weingarten rights will be overturned. Discipline will not be overturned if the discipline was for reasons other than insistence on Weingarten rights, although information gained by the employer from the employee in a meeting during which a breach of Weingarten rights occurred may be excluded from a hearing on the matter.

An employee has NO right to the presence of a union representative where:
1. The meeting is merely for the purpose of conveying work instructions, training, or communicating needed corrections in the employee’s work techniques,
2. The employee is assured by the employer prior to the interview that no discipline or employment consequences can result from the interview.
3. The employer has reached a final decision to impose certain discipline on the employee prior to the interview, and the purpose of the interview is to inform the employee of the discipline or to impose it.
4. Any conversation or discussion about the previously determined discipline which is initiated by the employee and without employer encouragement or instigation after the employee is informed of the action.

Even in the above four circumstances, the employee can still ask for representation. Most employers will permit a representative to attend even when not required to.
When a non-union contractor fell behind on a $200 million project at a United Parcel Service regional hub spanning more than 1.1 million square feet in Arlington, Texas, Millwright Local 1421 helped turn around the job in time for the facility to process essential supplies for health-care workers at the beginning of the COVID-19 crisis.

UPS announced in April of 2017 it would locate the regional hub in the Arlington Commerce Center, expand the facility by 200,000 square feet, and invest approximately $105 million in business property, including conveyor-belt systems and other custom equipment. The company stated the hub was needed to support e-commerce expansion and the fast-growing north Texas business economy. The project was scheduled for completion in late 2018.

In March of 2019, when not even half the project was finished, Southern States Millwright Regional Council members working with contractor MHS Technical Services arrived on the scene. “The non-union contractor was so far behind and messed up so bad that UPS/MHS had to ask us to come in and fix it,” said Keith Branham, business agent for Millwright Local 1421 in Arlington.

The team corrected the previous contractor’s mistakes and had 50% of the facility operating by February of 2020, Branham said. The final phase of the project is slated for completion in November of 2020.

**Landing the project**

After UPS let go of the original contractor and requested bids from others, SSMRC leaders advised MHS, one of its longtime industry partners, on putting together a winning bid package.

“We don’t get the opportunity for our members to work at a new UPS facility that often, at a job that large, because they just don’t build them that often,” Branham said. “It was super competitive because it was such a large project. Light conveyor is probably the biggest market in our jurisdiction, but it’s very rare for us to get in there because it’s a market a lot of non-union companies specialize in.”

SSMRC leaders listened to the contractor’s needs and collaborated with members of the union organization, from international executive board members to local business representatives and training staff, to deliver a solution. “We developed a plan to supply manpower that possessed the skill set needed to bring the jobsite back on schedule through aggressively tackling the issues at hand,” said Wayne Jennings, executive secretary treasurer of the SSMRC.

Gene Howard, a millwright foreman on the project and a Local 1421 member, said he is proud of his team’s ability to successfully replace a non-union contractor that couldn’t meet quality standards or production schedules. “Having people trained and getting a job completed on time and under budget is the best thing because that company will use us again as a union,” he said.

**Work scope**

The UPS Arlington facility employs the latest technologies to route packages through a complex system of conveyors and a maze of belts. Advanced package-scanning and sortation equipment directs items through the building and to proper loading doors. “Within two hours, a package goes completely through the system, from start to finish, and it’s already loaded back on another truck, ready to go,” Howard said. “That is quick production.”

Millwrights are installing all sorters and conveyors. “We are installing everything,” Howard said. “All the support steel. All the conveyor. All of the belts. All of the drive motors. All of the sorters. And we are building them from the ground up.”

Branham said he expects about 150 millwrights to work approximately 450,000 man-hours on the job by the time it’s completed. “This project has provided work for one-third of Local 1421’s membership,” he said.

The project made MHS the local’s top man-hour-producing contractor MHS are getting the job done after taking over a 1.1 million-square-foot UPS distribution center from a non-union company.
contractor of 2020, as of April, and its No. 2 man-hour-producing contractor in 2019.

Howard said the original contractor installed less than 10 percent of phase 1 conveyor equipment. “And in approximately eight months, we had the first half of the facility ready to go,” he continued.

COVID-19 ramifications and precautions
Near the beginning of the COVID-19 pandemic in the United States, UPS began diverting shipments of medical equipment and masks from its Dallas hub to the Arlington center, Branham said. This reduced shipping time because the Arlington location, known as the Lone Star facility, was not as busy as the Dallas hub.

“It put the load on the new Lone Star facility that was about half completed,” Howard said. “But the half that was completed was ready to run, and they ran it.”

UPS and MHS are taking precautions to protect workers from the novel coronavirus. Tall barriers separate UPS employees from construction workers, who have their own building entrance/exit.

Because the facility is essential in shipping medical supplies to hospitals, a local distillery made hand sanitizer for workers and provided it in bulk, Howard said. Employees are assigned to disinfect tools, and the MHS safety team provides face masks and enforces their use as well as social distancing. “I’ve got to give thumbs up to our safety team,” Howard said. “The MHS safety team has been a wonderful asset. They’ve had face masks made specifically for MHS employees.”

Employees eat lunch outdoors, and separate lunch periods were designated for millwrights and members of other trades. Hand-washing stations are set up outside as well. Inside, UPS has made three sets of restrooms available to con-

Millwrights Chris Cantrell and Ronnie Ashley build an elevated system.
struction workers and provides staff to clean them multiple times a day.

**Customizing conveyors to fit an existing building**

In addition to COVID-19-related issues and hurdles associated with following a contractor that was not prepared for the job, a major challenge at the UPS Arlington facility was outfitting a building that was not constructed to be a distribution center.

“Because of the way that it was built and the way that the column lines were set up, we had to reconfigure every piece of equipment that went into it,” Howard said. “We had to build around standing columns.”

Circumventing columns often requires “as-build” stack programs, Howard continued, in which millwrights install conveyor sets below or above each other, sometimes as high as 30 feet above the floor. “A column might be in the wrong place for a conveyor line to go through or the prints might call for a big electrical control panel to be in one spot, and we’re constantly having to move things because we are having to do these as-builds,” he said.

Multiple trades working at the same time – in order to complete the project as quickly as possible – can be challenging as well, Howard said.

**Training opportunities and future work**

Because the UPS Arlington project is so large, it has provided not only a wealth of man-hours for Local 1421, but a host of training opportunities for apprentices. More apprentices than usual are working on the project since so much manpower is needed.

Local 1421 leaders sent quality labor to the site and developed a comprehensive recruitment program to supply the additional apprentices needed, Jennings said. “When using adjusted apprentice levels, you have to recruit quality apprentices and you must have quality journeymen on the job-site mentoring those apprentices,” he said.

The project has given apprentices a lot of hands-on training they’ll be able to use in the future, Howard said. “Hopefully, this project will show the Dallas-Fort Worth metroplex, hey, Millwright Local 1421 is here, and we can take care of your conveyor issues,” he said. “And maybe that will help bring in even more industries that use conveyor systems and will use union labor.”

“I could not be prouder of the millwrights on this project. They have truly shown that the Southern States Millwrights are safe, productive, and professional. I personally thank everyone on the project for their commitment to excellence.”

– Wayne Jennings, executive secretary treasurer, Southern States Millwright Regional Council
Team up with contractor Atlantic Plant Maintenance and working at the height of COVID-19-related shutdowns, members of the Southern States Millwright Regional Council helped replace all major turbine components at Oconee Nuclear Station’s Unit 3 near Seneca, South Carolina. The project, which was completed 54 hours early, marked only the third time facility owner Duke Energy has employed union labor for turbine maintenance or upgrades.

“This project was special because even with all the challenges that we had, we were still able to come out ahead of schedule with no accidents, no issues,” said Terry Jennings, craft labor superintendent for APM. “We had to deal with coronavirus – that was the biggest challenge. And the work scope was a challenge, too.”

R. Trent LeCroy, project manager for Duke Energy, said the APM team exceeded expectations regarding safety, quality, and craftsmanship. “It was apparent the team was focused on providing a quality service and did not cut corners,” LeCroy said. “The work ethic of the APM team is truly remarkable.”

Jennings said SSMRC millwrights contributed to Duke Energy’s favorable impression of the contractor and union labor. “They saw the skill set,” he said. “They noticed a more efficient skill set, a higher skill-set level than what they’ve had with just regular workers.”

**Comprehensive overhaul**

The project, which took place from April 11 to May 6, involved replacing all three turbine rotors and diaphragms at Oconee Nuclear Station’s Unit 3 with low-pressure monoblock turbine rotors. The monoblocks decrease future maintenance costs, which is key to sustaining the plant’s viability for its license life.

APM also replaced all six of the unit’s bearings and performed a steam-path alignment and a complete centerline alignment. If all rotors and components are not perfectly aligned, vibrations in the system will damage parts and cause premature wear.

Unit 3’s energy output capacity increased slightly – approximately 3 or 4 megawatts – due to the replacement of degraded components.

Jennings said the Oconee Unit 3 project was far more extensive than a typical maintenance outage. “With most outages, you just do an inspection on one or two specific components,” he said. “You open, inspect, make any necessary repairs, and then put it back together.”

Accumulating approximately 45,000 man-hours by working 12 hours a day, seven days a week, 104 millwrights were responsible for disassembly, inspection, replacement, and reassembly work.

Chris Osborne, a member of Millwright Local 1263, worked at Oconee Nuclear Station for eight weeks. As a rigger, he arrived four weeks early to participate in the job’s planning stages.

Two overhead cranes, a 180-ton crane and a 25-ton crane, moved old parts out of the work area and new parts in. “We rigged and flew the parts up and down the deck,” Osborne said, “keeping both cranes in sync and moving to keep the job going as efficiently as possible.”

**Manpower and maneuvering**

The spring 2020 nuclear outage season was unusual in that a larger-than-normal number of outages took place simultaneously, Jennings said, causing nationwide manpower shortages. Like work at Oconee Unit 3, many of these projects were more complex than typical refueling outages.

“David Bonds [SSMRC’s nuclear representative] helped supply the manpower that we needed,” Jennings said. “We both knew this was going to be a challenge because of all the work going on in parallel. When other jobs were winding down, he worked to get those guys transferred from other nuclear sites straight over to us. He’s a very valuable asset and did a very good job with helping support us.”

Osborne said the biggest obstacle millwrights faced was maneuvering around old and new parts staged on the turbine deck during the project. They included diaphragm racks with old and new diaphragms, LP outer shells, LP inner casings, and LP rotors. “That deck was full of parts,” Osborne said. “We don’t normally upgrade all three rotors at one time.”

**Planning and logistics**

Detailed planning made the project a success despite the logistical challenges. APM mapped out exactly where each part would sit on the deck and created a schedule ordering every step in the work process for maximum efficiency. “We coordinated a lay-down plan that would make execution easier, quicker, and cause less fatigue on the workers,” Jennings said. The contractor also strategically placed tooling to enhance productivity.

“The pre-outage logistics plan was well thought-out, which ultimately paid dividends during execution,” said LeCroy with Duke Energy. All observations of lifting and rigging practices also met expectations, he added.
**Safety achievements**

LeCroy said the APM teams that conducted the monoblock upgrades of Oconee Unit 2 (in fall of 2019) and Unit 3 helped the Oconee Projects Organization achieve a remarkable milestone on May 1, 2020. That was the project organization’s 2,000th consecutive working day without an OSHA-recordable incident. “The safety performance was exceptional, and the team demonstrated their focus and ownership of their safety performance each day,” LeCroy said of the APM team.

Before every equipment lift, team members attended a safety meeting in which supervisors communicated the lift plan and delegated responsibilities to each person, Osborne said. “Everybody has a job to do, from putting up caution tape, to flagging the crane, to holding the tagline, to positioning the load, to operating the crane,” he said. “It takes a whole crew to coordinate a big lift like an LP rotor at 300-plus thousand pounds or an LP inner casing or an LP exhaust hood at 190,000 pounds. We make sure we don’t fly over anyone or any operating equipment. And we clear the floors below us from other work groups in case we do have a dropped object.”

**COVID-19-related precautions**

APM hired eight additional millwrights to focus on COVID-19 prevention. These members disinfected break areas, tools, high-traffic areas on the turbine deck, stairway handrails, the radiological-protection monitors, and more. Prior to accessing the plant, workers underwent temperature checks and answered COVID-19-related questionnaires recommended by the U.S. Centers for Disease Control and Prevention. Staggered shifts allowed workers to maintain distance from one another, lowering the risk of disease transfer.

COVID-19 precautions were discussed every morning in safety briefings, Osborne said. “We had to maintain 6 feet of distance all during the day,” he continued. “If we gathered and were talking or discussing a job, we’d have three minutes to discuss. We were advised to wear masks, and a lot of people did wear masks. There was plenty of hand sanitizer and plenty of masks to go around.”

Jennings said no APM employees tested positive for the virus during the project.

“I was honored to represent our SSMRC and brother and sister millwrights during such an unprecedented and challenging time,” said David Bonds, SSMRC nuclear representative. “I applaud them for their sacrifices and courage to continue to work.”

**Contractor and facility owner relationships**

APM was the SSMRC’s No. 3 man-hour producer in 2018, 2019, and the first quarter of 2020, and it was the No. 2 man-hour producer in 2017.

The contractor is slated to perform monoblock upgrades of five units for Duke Energy between fall of 2019 and spring of 2021. Utilizing SSMRC millwrights, APM has already completed three of these outages: Oconee Unit 2 in fall of 2019; Oconee Unit 3 in spring of 2020; and a unit at Catawba Nuclear Station in York, South Carolina, in spring of 2020. Additional upgrades at Catawba and Oconee Unit 1 are scheduled for spring of 2021 and fall of 2020, respectively.

APM began working with Duke Energy last year because Duke purchased monoblock rotors from General Electric, APM’s parent company. APM specializes in constructing and maintaining equipment developed and supplied by its parent company, General Electric, using union millwrights to accomplish more than 90% of all work.

Osborne, who worked with APM on both the Oconee Unit 3 and Unit 2 upgrades, said he has enjoyed his time at the Duke Energy facility. “They made us feel right at home,” Osborne said of Duke Energy employees. “We had lots of oversight and lots of help on the deck if we needed anything. They were there to answer questions and help eliminate problems before we ran into them.”

**Part of the Duke Energy team**

LeCroy said he is looking forward to the fall 2020 outage when APM and SSMRC millwrights will replace Oconee Unit 1’s low-pressure turbines. “I would love to see the same APM team back at Oconee for the fall outage, as we see them as a part of our team now,” he said.

Jennings said he would like to personally thank all the millwrights who were part of the Oconee Unit 3 upgrade. “All the union brother and sister members gave 100%, and I’m glad to say I’m a union member right along with them,” he said. “It made me proud.”

Millwrights replaced all three turbine rotors and diaphragms at Oconee Nuclear Station’s Unit 3 with low-pressure monoblock turbine rotors.
In October of 2019, I had the privilege of attending the Ninth Annual Tradeswomen Build Nations Conference in Minneapolis, Minnesota. I learned so many things of value and consequence that will assist in moving our organization forward, and I want to share a summary of the conference with you, my brother and sister millwrights.

Minnesota’s Women Building Success group launched the event by coordinating service projects and recruiting conference volunteers. During the three-day event, attendees participated in workshops about apprenticeship, recruitment, leadership, mental and physical health, safety, government policy, balancing family and work, retirement, and financial planning. These sessions assured me that as my union sisters and I grow and adapt as union tradeswomen, we remain motivated and responsive to change.

After garnering support from one another, engaging on issues, and learning about important work across the United States and Canada, conference attendees hit the streets for a banner parade for the second consecutive year.

More than 2,700 tradeswomen, 22 of them millwrights, attended the 2019 Tradeswomen Build Nations Conference. This was one of the largest gatherings of union tradeswomen and also the largest conference in the event’s nine-year history. These professionals are a testimony to the pivotal impact every tradeswoman, past and present, has made within the construction industry to break barriers and blaze trails for future generations.

Events such as the Tradeswomen Build Nations Conference help equip leaders with the experience, vision, and knowledge to transform the outlook of the building trades for generations to come. I look forward to being one of those trailblazers, not just for the women in our industry, but for all of you. Thank you for allowing me the unique honor of representing you at this most recent conference.

The SSMRC partners with SCOAR and DeWalt to deliver grant and tool package

Partnering with the Southeastern Construction Owners & Associates Roundtable and DeWalt, the Southern States Millwright Regional Council presented a $4,500 grant to the Moore Community House Women in Construction program in Biloxi, Mississippi, and a tool package valued at more than $1,000 to a pre-apprentice enrolled in the program. The SSMRC funded the tool package, and SCOAR funded the grant. DEWALT made an in-kind donation of tools to support the Women in Construction Program and the scholarship package. Representatives of all three groups presented the grant and tool package in August of 2020. The scholarship committee selected a recipient based on training transcripts, instructor recommendations, and applicants’ personal essays.

The Women in Construction Program is designed to train low-income women for well-paying careers in the construction trades. It also helps to meet demand for a trained workforce on the Mississippi Gulf Coast.
Knowledge of the machinery of the day has been – and always will be – crucial to millwrights’ status as highly skilled tradespeople.

The first millwrights built and maintained flour mills, sawmills, paper mills, etc. that were powered by water or wind. The mills were mostly made of wood with few metal parts. The millwright would stay at one mill or travel to other mills that were close by. Very skilled tradesmen were considered traveling mechanical engineers. They not only were very good carpenters, but also had mechanical knowledge of the machinery of the time.

Today’s millwright

With today’s SSMRC millwrights, the ongoing need for state-of-the-art education and hands-on training is critical. Today’s machinery is very complex, with tolerances as precise as +/- two ten-thousandths of an inch. Training provided at the United Brotherhood of Carpenter and Joiners of America training facilities allows SSMRC millwrights to continue positioning themselves as the best craftspeople in the country.

Installation and alignment of machinery in today’s mills, power plants (nuclear and hydroelectric), factories, and manufacturing facilities requires knowledge not only of dial-indicators and precision levels, but also of laser-alignment, total-station, and theodolite skill sets. Millwrights must set base plates and perform bearing installations and motor and pump alignments. They also install power and free monorail, and many floor-conveyance systems in manufacturing plants and distribution facilities.

Our future

The Arkansas/Oklahoma Training Trust Fund is committed to training our carpenters and millwrights. Our most recent endeavor is building a new training facility that will train our carpenters, millwrights, and interior-systems apprentices and members.

When William McAlister retired as Arkansas training director in 2005, the trustees assigned me the task of taking the apprenticeship and member training to a new level. Since that time, the apprenticeship has grown significantly, and a larger facility is now necessary.

The Southern States Millwright Regional Council purchased a 4-acre site in Russellville, Arkansas, for the new facility. The building is currently in the planning stages, with construction expected to begin in 2021.

I would like to give a very special thanks to Mr. Dennis Donahou, UBC Southern District vice president and chairman of the board of trustees, all labor and management trustees, Mr. Wayne Jennings, executive secretary treasurer of the SSMRC, and Mr. Jason Engles, executive secretary treasurer of the Central South Carpenters Regional Council, and to all carpenter and millwright members who work so hard in the field.

The SSMRC purchased seven HYTORC hydraulic bolting kits that arrived at UBC training centers across the council’s 11-state district in June of 2020.

Previously, training centers had to rent such kits from the United Brotherhood of Carpenters International Training Center and arrange classes according to equipment availability. “Now, we’ll be able to conduct our state-of-the-art training on our schedule,” said Ed Wright, training director.

Instructors and students are using the HYTORC kits at training centers in Nashville, Tennessee; Moss Point, Mississippi; Tampa, Florida; Russellville, Arkansas; Houston; Arlington, Texas; Baton Rouge, Louisiana; and Augusta, Georgia.

Hydraulic-bolting skills are important in all industries millwrights serve, and they are critical to disassembly and re-assembly of turbines in the nuclear and petrochemical fields. The two-day HYTORC course is one of three courses that are prerequisites for attending GE gas turbine training at the ITC in Las Vegas. That training is required for millwrights working at certain jobsites.

To see course schedules at a training facility near you, go to southernstatesmillwrights.org.
Utter the word “Zoom” not so long ago and thoughts of the cartoon character Road Runner came to mind… until mid-March, when the country screeched to a halt due to the invisible grip of COVID-19. Suddenly, the word “Zoom” meant connection and learning and virtual interaction. Zoom technology became a lifeline.

Our millwright training centers were not immune to the coronavirus shutdowns. Neither were the United Brotherhood of Carpenters training centers across the Southern District and all of North America. But, just as the UBC always leads the way in training initiatives, the Carpenters International Training Fund quickly jumped into action and leveraged Zoom’s technology model to keep our members trained to handle current conditions.

COVID-19 Preparedness course
Because millwrights perform such essential work, many SSMRC members continued working during the pandemic. To keep them and all UBC members safe, the CITF developed a new qualification to educate members on how to better protect themselves and others on job sites. The CITF’s COVID-19 Preparedness Qualification online course covers the rules and procedures outlined in federal OSHA guideline documents.

This online course is available to all members through the CITF Learning Management System. Upon completion of the course and test, members see the COVID-19 Preparedness Qualification course displayed on their training verification cards. Thousands of members took the course. And today, successful completion of the course is required before entering any UBC Southern District training center.

The COVID-19 Preparedness Qualification online training is a shining example of how UBC training adapts to current situations to keep members at the top of their game. Likewise, the ability to document a member’s credentials through the CITF’s training verification card system is another nod toward keeping pace with technology – this time to speed member-clearance procedures on job sites and enable information sharing with our employers.

Foundational skills and specialized training
As technology advances, however, there remains the primary need for core skills and common sense, which a well-trained union millwright brings to the job site. A lot of millwrights are third-, fourth-, or fifth-generation union members. Gained through hours of training and job site experience, their knowledge has become almost intrinsic.

Inside our training centers, members have access to millions of dollars’ worth of high-tech equipment designed to teach members to perform tasks safely, efficiently, and according to the highest industry standards. Training is specialized, relevant, and designed to mimic real-world job site scenarios. We also rely on proven techniques that have spanned the decades as effective material-handling, installation, and maintenance procedures.

Technology without the foundation of historically proven methodologies – and established practices without a boost from technology – are both losing propositions.

Southern States Millwright Regional Council training programs will continue to blend new technologies with our proven history of excellence to keep every member highly trained and, therefore, highly employable. It’s that total professional training package that continually delivers value on the job site. Millwrights today are better trained than ever thanks to technology, but we still honor our past and respect all of those who helped evolve millwrighting into one of the most elite skilled trades in the world. My hope is our generation will carry the torch well and pass on our legacy with a sense of pride and accomplishment…and fresh technology.
The Southern States Millwright Regional Council wants to recognize members for their hard work, leadership, and dedication to the millwright craft. We have begun highlighting one member each month in a “Member Spotlight.” Read about three featured members below.

**Gene Howard, Local 1421**

After spending more than three decades as an ironworker, Gene Howard, now 51, became a union millwright two years ago.

“Gene came to us after an evaluation where he missed only two questions out of 100,” said Keith Branham, business agent for Local 1421. “He’s a very knowledgeable man and a great leader on and off the jobsite.”

Howard said he likes challenging himself, and the variety of work millwrights engage in appeals to him. “There are so many trades millwrights enter into, going from turbines and nuclear power plants to conveyor systems to automobile plants,” he said. “It’s an ongoing growing process of producing the best specialists in the world to hit all these different varieties of trades.”

**Calder Manley, Local 1192**

Calder Manley is a 33-year-old military veteran who has been a millwright and member of Local 1192 for six years. He currently works as a millwright steward at the $1.6-billion Mazda Toyota Manufacturing plant under construction in Huntsville, Alabama, where he lives.

“I’m very happy with what I’m doing,” Manley said. “I make good money. I like what I do. That’s not bad for somebody who didn’t go the college route.”

Manley said he particularly enjoys his current job. “I like shooting in robots, getting them on elevation, and leveling them,” he said. “I like the layout.”

Clint Smith, business agent for Millwright Local 1192, said Manley has a great attitude and work ethic. “He’s a skilled craftsman and an asset to Local 1192,” Smith said.

**Aaron Stone, Local 1263**

Aaron Stone, 26, who became a journeyman millwright April 5, 2020, is skilled in using FARO and Leica laser trackers to place and align equipment.

“Aaron is a hard-working, intelligent millwright who has an eye for small tolerances,” said Logan Brown, director of the SSMRC’s Eastern Region. “He is one of only a few who can efficiently operate the laser tracker.”

Stone has worked at paper mills, and this spring he served as a steward for a crew helping repair an auto-supply plant that was damaged by a tornado.

“I enjoy being part of the union, and I appreciate everything we believe in – sticking together, looking out for our brothers and sisters, and making sure everyone is safe,” Stone said. “Now that I’m a journeyman, I’m also a mentor. I’m teaching other people the right ways to do the job and the safe ways to do the job.”

Who should be in the spotlight next?

To nominate someone for the Member Spotlight, please send the nominee’s first and last name and local number to info@southernstatesmillwrights.org or call/text the information to 855-57-SSMRC (855-577-7672). Also tell us why you think this person should be highlighted. Those selected will receive a T-shirt and a Stanley lunch cooler.
Community Contributions

Unions have a long history of contributing to local communities, and the Southern States Millwright Regional Council is working to revive this tradition. Below are some of the projects members and locals in our jurisdiction have supported during the past year.

Union volunteers build fishing pavilion

Union volunteers, including members of Millwright Local 1192, built a public fishing weigh-in pavilion at Alabama’s Smith Lake in the spring of 2020. Building trades members also completed site work, installed handrails, and poured concrete sidewalks to provide access to the pavilion for people with disabilities.

Smith Lake, a 21,000-acre body of water located between Birmingham and Huntsville, is popular with tournament and recreational anglers across the nation. The pavilion can accommodate fish tanks to help reduce stress on fish and increase release survival rates at the weigh-in site. It will host recreational anglers as well as high school, college, amateur, and professional tournaments. When tournaments are not in session, the pavilion will be open to the public.

Volunteers provided an estimated 1,000 hours of skilled labor valued at more than $50,000. The value of donated labor, materials, and machinery is estimated at more than $100,000.

Apprentices help restore reservoir habitat

Alabama fisheries biologists are restoring reservoir habitat with “spider block” fish attractors built by apprentices from Millwright Local 1192 and Carpenter Local 318.

Apprentices donated their skills early this year to build the spider blocks for the state’s Department of Conservation and Natural Resources. The attractors, which help replace natural cover such as trees and brush that deteriorate over time in a manmade reservoir, quickly become home to aquatic plants, insects, baitfish and crustaceans, which in turn provide forage for crappies, bass and other gamefish. Approximately 30 apprentices volunteered about two days’ time (960 hours) to put together 100 spider blocks.

Council supports Music City Miracle League

Many SSMRC members contributed to our campaign on behalf of the Miracle League of Music City. Our council supported Nashville’s Miracle League through a 24-hour giving campaign called The Big Payback, and we raised almost $3,000.

The Miracle League is raising funds to construct a baseball field, dugouts, restrooms, and a playground for kids with disabilities. Read more about the project at miracleleaguemusiccity.com.

Once construction begins, we also will have volunteer opportunities at the field.

The SSMRC launches community service challenge

The council has launched a member-recognition program called Wright Moves: SSMRC Community Service Challenge. To nominate yourself or someone else for this recognition, please send the nominee’s first and last name, local number, and a description of their community service to info@southernstatesmillwrights.org or call/text the information to 855-577-7672. Challenge winners will receive a $250 gift card, a T-shirt, and a Stanley lunch cooler.
The SSMRC staff and members extend appreciation and well wishes to Paul French, who will be retiring as Local 2411 business agent on Dec. 31, 2020, and Michael Hamilton, who will be retiring as Local 1263 business agent on June 30, 2021. We cannot thank you enough for your service.

**Paul French, business agent, Local 2411**

I became a member of Millwright Local 2411 on March 3, 1970. My father was a millwright and had four sons. Three of us became millwrights. I joined Local 2411 first. Then my brother Bill became a qualified journeyman millwright. My brother Mike completed his college degree before he joined Local 2411. Mike has passed, but Bill and I are still following our father’s path.

My father was an officer of our local (trustee, vice president, and recording secretary) and taught me, at an early age, the importance of attending union meetings and the need to give back some of what the union had given us by serving our union brothers’ and sisters’ needs. I wanted to run for office, but couldn’t hold office as an apprentice (I’m so glad that was changed). After I topped out, I ran for trustee and won. I was a trustee for two terms and then ran for recording secretary. I also held that position for two terms before being elected president. I became a business representative on Aug. 1, 2008.

I have been a member for 48 years, and every job and opportunity that has come my way is because of this brotherhood. My most cherished moment is when I presented my father with his 60-year service pin. I am looking forward to receiving my 50-year service pin and my honorary membership gold card. One thing I’ve noticed when you are speaking with millwrights: Union millwrights don’t say, “I built this.” They say, “WE Built This!”

My immediate plan in retirement is to travel to Mexico. My wife has family in Pachuca, Hildalgo. We hope to spend time in both countries, traveling at our own pace and enjoying the sunrises and sunsets.

–Paul French

“Paul French’s dedication to Local 2411 and the members is surpassed by none. His positive, “team-player” attitude has gained him much respect from those who work with and around him. We should all take heed and strive to meet the mark he has established with such an attitude toward work and life.”

–David Bonds, SSMRC president

“Unlike other business agents, Paul French has performed his job solo. Many local unions have office managers or even additional business agents, but Paul has shown a tenacity that few do, handling a local by himself. Paul deserves a ton of credit for his service to the members and the signatory contractors in the jurisdiction of Local 2411.”

–Wayne Jennings, SSMRC executive secretary treasurer

**Michael Hamilton, business agent, Local 1263**

I joined Local 1263 on Feb. 9, 1976, as a welder for Westinghouse, which is now Siemens. The first leadership position I held in the local was business agent and financial secretary. I was elected in June of 1990. As we formed and elected officers for the Fourth District Millwright Association, which consisted of Georgia, Alabama, Tennessee, Florida, and the Carolinas, I was elected financial secretary for that organization. A few years later, the Fourth District Millwright Association became part of the Eastern Millwright Association, and I continued in the same office.

I have been a delegate to eight United Brotherhood of Carpenters general conventions and a trustee on Local 1263’s health and welfare and pension plans for 30 years. My career has been a learning experience, I’ve witnessed a lot of changes, and most parts of the ride have been very pleasant. I owe thanks to too many to name.

After I retire, my wife, Sue, who is a veterinarian, and I plan to travel and to continue raising and showing horses.

–Michael Hamilton

“Mike Hamilton has dedicated his career to his local union, various councils, and the United Brotherhood of Carpenters. Mike served the membership and the UBC with the utmost honor and for the betterment of all members. He is well respected by local union members, signatory contractors, and the UBC. His legacy and the reputation he built for Local 1263 will go forth, and his knowledge and insights will be missed.”

–David Bonds, SSMRC president

“Mike has been a cornerstone for Local 1263 and has dedicated himself to ensuring management of the local collective bargaining agreement, fringe funds, training, and general business were performed professionally and in the best interests of everyone associated with the UBC Millwrights. Mike has been instrumental in moving the millwright trade forward during the past five decades.”

–Wayne Jennings, SSMRC executive secretary treasurer
Council hires communications and marketing director

For quite some time, the Southern States Millwright Regional Council’s executive board has been contemplating hiring an in-house communications and marketing director.

In May of 2019, EST Wayne Jennings, along with IT Director Ron Fritzemeier, made a trip to the Indiana Kentucky Ohio Regional Council of Carpenters’ headquarters in Indianapolis, Indiana, to meet with the IKORCC marketing department. The goal was to learn how they started their in-house marketing and communications team and replicate something similar for the Southern States Millwright Regional Council. We didn’t think the process would take as long as it did, but after two job listings, two rounds of interviews, a couple hundred resumes, and a huge learning curve, the SSMRC hired its first communications and marketing director in March of 2020.

Olivia McMurrey earned a journalism degree from the University of Alabama at Birmingham and has worked as a communications professional within the construction, trucking, landscaping, and related industries for the past 20 years. She was managing editor of Equipment World magazine, a leading national publication for the construction industry, and has produced content for Caterpillar, Mack Trucks, Bridgestone, Chevron, Shell, Hitachi, Volvo, Isuzu, America’s Independent Truckers’ Association, the National Association of Landscape Professionals, and more.

Her work has won national awards, including the Jesse H. Neal Award, considered the “Pulitzer Prize of the business press,” and awards from the Construction Writers Association and the American Society for Business Publication Editors.

For the SSMRC, McMurrey is creating digital and print communications, crafting posts and driving growth on social media platforms, telling member and project stories, and generating advertising, recruiting, and marketing materials. She has launched a member e-newsletter and is working with Fritzemeier to build a new SSMRC website.

“My father and grandfather were union tradesmen working in the sheet-metal and welding industries, and I am passionate about sharing the stories of skilled tradespeople, promoting careers in these fields, and helping protect workers’ rights,” McMurrey said.

With the addition of McMurrey to the team, the SSMRC now has greatly increased its capacity to quickly convey critical information to SSMRC members and employers. Throughout the COVID-19 pandemic, she has been instrumental in disseminating important information to our members on a state-by-state basis concerning unemployment, local health guidelines, council, local, and training updates. The environment she started in could be called a trial by fire, but she has risen to the challenge. We do not believe we could have found a better team member. Please join us in welcoming Olivia McMurrey to the SSMRC Team!
Member Milestones

Congratulations to the following members, who became journeymen or reached 50 years of service in the past year.

New Journeymen

Local 216
Jerrad Brown
Johnny Deal
Christopher Frazier
Steve Galvan
Travis Harkey
Corey Jones
Jason Neeley
Adam Pfengler
Travis Pruitt
Dusty Rogers
Josiah Stoner
Sherry Tenango
Brett Young

Local 1000
Nicholas Aikman
Brandon Allen
Christopher Baptista
Jovanny Benitez
Carlton Blackburn
Michael Bodiford
Kyle Compton
Phillip Crusco
Connor Fleming
Joshua Goldstein
Edward Greer
Virginia Hilson
Mohamad Hounami
Casey Howell
Adam Humphrey
Jacob Jordan
Travis McRee
Joshua Nanni
Marcel Redding
Justin Rood
Benjamin Shefman
Charles Sims
Jeremiah Thomas
Christopher Webb

Local 729
Stephan Atkinson
Hartwell Bainsfather
Ben Brallier
Joshua DePhillips
Lucius Fayard
Clint Scott

Local 1263
Matthew Anderson
Dusty Andrews
Angela Baker
Robert Baldowski
Jesse Batay
Joshua Blinn
Pamela Blaxton
Alexander Breece
Christopher Brewer
Tanova Brewer
Christopher Brown
Hunter Cash
Ryan Church
Miranda Clarke
Justin Cloud
Gary Cook
Charles Crews
Robert Crosby
Richard Daniel
Tyler Daubert
Joseph Davis
Dalil Deering
Andre Dennis
Brian Donnelly
Joshua Drawdy
James Dyal
Andrew Gaffney
Robbie Garrett
Zachery Henington
Shawn Herndon
Gary Hodges
Daniel Hollifield
Robert Hubbard
Cody Hutson
Christopher Ingram
Simeon Jackson
James Jodon
Czyz Jones
Joshua Jones
Michael Linski
Zachary Lovell
Levi Manus
Richard Martin
Michael McCatty
David McGhee
Jessica Miller
Herbert Myrick
Craig Nails
Dennis Nix
Dylan Phillips
Devan Phillips
Jacob Pollard
Dwayne Quinn
Jerrid Ragsdale
Daniel Rewis
Colt Rice
William Richards
Derry Richardson
Jade Roberts
Richard Shaw
Aaron Stone
Jesse Sunner
Morgan Thompson
Christopher Turner
Theresa White
Terrell Wilkes
Travis Williams
Phillip Wilson

Local 1421
James Crowell
Jake Glasscock
Juan Martinez
Travis Newsstrom
Michael Soto
Austin Steel
Kim Sullins
Ron Sykes
Roman Tombs

Local 2232
Chase Adams
Rafael Arroyo
Cody Baldwin
Alejandro Barragan
Chris Berry
Blaine Brooks
Dylan Budnik
Blaine Campbell
Patrick Cartwright
Micah Clausen
Dion Conner
James Custer
Matthew Delano
Zachary Dorman
Carlos Farias
John Galletti
Shawn Garner
Justin Grissom
Geremy Guerra
David Haley
Colton Holmes
Harley Johnson
David Koger
Rodney LaCombe
Justin Latham
Clarence Lewis
Samuel Lewis
Kolton Lott
Jacob Martin
Trevor May
James Mayo
Travis McDougald
Jerry McMahon
Abraham Medina
Jared Michalk
Justin Moore
Robert Morgan
Jonathan Morse
Timothy Morse
Rene Paredes, Jr.
Juan Perez
Johnny Pineault
Justin Powers
Michael Quinn
Jimmy Richard
Chad Smith
Kevin Jacob Smith
Justin Stanojpe
Keylan Walding
Timothy Williamson

Local 2411
Warren Vining

50 Years of Service

Local 216
Donald Calvert
Eugene McComas

Local 729
Roger Bennett
Dennis Lhuillier

Local 1000
Thomas Cook
Richard Gwinn
W.E. Parsons, Jr.
Joseph Schiro

Local 1192
Robert Goodlin
John Pennington II
Robert Strickland

Local 1263
John Busby
Merle Dutton
Kelly Harris
Theodore Murray
Wayne Presley
James Scrip

Local 1421
Douglas Baker

Local 1554
Jerry Chariton
Richard Hanson
Henry Pierce

Local 2232
Larry Alvarez
James McClister
Danny Morse
John Shaddix

Local 2411
Elba Caldwell
Robert Gardner
Philip Lowery

We are mourning the loss of the following members, who passed away during the last year.

Local 216
Harold Taylor

Local 729
Martin Beard
Lloyd Cazaux, Jr.
Reno Darel
Robert St. Amand
Hilton Welsh
Orson Zinglerens

Local 1000
Jack Bradley
Wayne Burby, Sr.
Patrick Parsons
Bimer Tracy
William “Catfish” Tannahill
Donald Nowlin

Local 1192
William Bishop
Christopher Burroughs

Local 1263
Thomas Brannon III
Raymond Hallford
Tommy Haney
Tommy Millican
Randy Swail
Marvin Whitfield

Local 1421
George Cuba
Jeffrey Hyslop
Kent Moore
James Simonek

Local 2232
Jonathan Baxter
John Floyd
Eugenio Garza, Jr.
Jason Martin
Charles Meineke, Jr.
Albert Roth
Paul Tenberg

Local 2411
Willie R. Croft
Richard McCullough, Jr.
Donald Strickland

48 THE MILLWRIGHT 2020
UNION MEMBER RIGHTS AND OFFICER RESPONSIBILITIES UNDER THE LMRDA

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in federal court.

UNION MEMBER RIGHTS

Bill of Rights - Union members have:
• equal rights to participate in union activities
• freedom of speech and assembly
• voice in setting rates of dues, fees, and assessments
• protection of the right to sue
• safeguards against improper discipline

Copies of Collective Bargaining Agreements - Union members and non-union employees have the right to receive or inspect copies of collective bargaining agreements.

Reports - Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Forms LM-2/3/4) with OLMS.

Union officers or employees who embezzle or steal union funds or other assets commit a federal crime punishable by a fine or imprisonment.

Labor Organization Reports - Union officers must:
• file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS
• retain the records necessary to verify the reports for at least five years

Officer Reports - Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer Elections - Unions must:
• hold elections of officers of local unions by secret ballot at least every three years
• conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year
• mail a notice of election to every member at least 15 days prior to the election
• comply with a candidate’s request to distribute campaign material
• not use union funds or resources to promote any candidate (nor may employer funds or resources be used)
• permit candidates to have election observers
• allow candidates to inspect the union’s membership list once within 30 days prior to the election

Restrictions on Holding Office - A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans - A union may not have outstanding loans to any one officer or employee that in total exceed $2,000 at any time.

Fines - A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

The above is only a summary of the LMRDA. Full text of the act, which comprises Sections 401–531 of Title 29 of the U.S. Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave., NW, Room N-5616, Washington, D.C. 20210, or at www.dol.gov.
STAY IN THE LOOP
WITH
THE SSMRC'S DIGITAL RESOURCES
There are four ways to connect:

Our Website
At SouthernStatesMillwrights.org, you'll find news, job postings, and more.

The SSMRC Member E-News
Our email newsletter is delivered to member addresses we have on file. If you aren't receiving it, text your email address to 855-577-7672.

Texting Program
We can send the latest news and work updates straight to your phone. Text SSMRC to 855-577-7672.

Social Media
Join us on Facebook (Southern States Millwrights) and Twitter (@SSMRC11).