



The 421 Communicator

March 2013

From the Business Manager...

I have been struggling with a few job related issues over the past few months and I have not been real sure as to how would be the best way to address them, but they need to be addressed.

As you know our General President, Bill Hite has mandated that the "Standard for Excellence" be incorporated into each United Association Local agreement and that each Local enforce it. Personally, I find it sad that the day has come that there needs to be language in a UA Contract for "Union Craftspeople", explaining simple everyday work ethics. But unfortunately, the day has come for Local 421. Local 421 can no longer turn its head to issues like: 10 to 15% absenteeism on weekdays and 25% and greater on overtime weekends; 20 to 25% weld rejects on some of our projects; poor production; substance abuse; and work disruptions. I as Business Manager have a responsibility to keep our Members working as best I can, and to supply the Contractors that put members to work in our jurisdiction, with quality craft people that will complete their jobs on time and under budget. I can't do either one of these if we have any members that have poor work ethics, take no pride in their work, and feel they have no responsibility to other UA Brothers and Sisters and the Contractors they work for. Yes I said Contractors. I have always said in the past that the Contractors need us and we need the Contractors, but I ask you this question, do the Contractors really need us, if they can get people off the street with a better work ethic? If we don't do something now to change the direction we are headed, the answer to that question will soon be no, the Contractors will no longer need Local 421.

So as much as I regret having to, beginning NOW, Local 421 will begin enforcement of the Standard for Excellence. There will be penalties assessed to any member who violates any portion of the SFE. The penalties will range from fines to expulsion from the UA, not just Local 421. You will be receiving a letter explaining the details in the next few days.

Skip Howard, Business Manager, Local 421

HAPPY
ST. PATRICK'S
DAY!



Leadburners

The second meeting of the LU 421 Leadburners and the National Leadburning Association joint training committee will take place in late February. This committee was agreed to at the last contract as a way to not only provide our contractors with better trained personnel, but also as a way to help the Leadburners of LU 421 be more competitive with other crafts and non-union companies trying to do our work. If you would like to contribute or comment on the work of this committee contact either Bob Hughes, Jay West or myself.

There are still a good number of members who have not completed the required training from the last contract settlement. Those of you in this group can call either Bob Hughes or myself to get this training started.

Submitted by:
Bill McNabb



Postscript to Election Night 2012

At exactly 8:29 p.m. on Nov. 6 – Election Night – an email alert popped up on my computer screen. It had a one word subject line: "America". Around me reporters were eating catered chicken tacos, buzzing about exit interviews they had conducted earlier around the city. It was the calm before the storm. I clicked on the email, which I later discovered had been sent to me by a 15-year-old boy, Christian Hurd. Earlier in the day, Christian had waited in a parked car while his mother voted for the first time. He wrote: "When we parked at the voting station today, an elderly couple walked outside, hugged each other, and then walked outside, to their car holding hands. They were admiring the trees, flowers and the beautiful sky we had today.

They were noticing all the little things in life that we usually look over. They were so happy. Watching them, I couldn't help but think about all they have been through, and what's happened in America during their lifetimes. They've been here for the good times; they've toughed out recession. They have seen a president's life taken and cried over lost brothers in Vietnam. They saw the first man land on the moon and worked those endless hours so their children could have a better life.

They watched a nation come together after those towers fell in New York. I'll bet it wasn't always easy, but they made it. And after all that, they never gave up on America. That's why they were voting today. Just looking at how they smiled at each other, you knew they were also in love with their country. As they were walking out, Mom and my 3-year-old brother, Abraham, were walking inside to vote. After they passed the older couple, Abraham turned around with the biggest smile on his face.

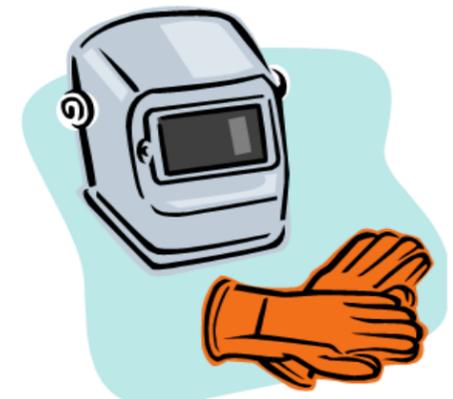
I couldn't help but cry. I had never been that happy. That's what this is all about for me. We don't realize how lucky we are to live in a country where we don't have to live in fear of if our next meal will ever come or if someone's going to be there to pick us up when we fall. Centuries ago, free elections like had today were only a dream. Yeah we get a lot of things wrong, but I love my America, and there's no other place I'd rather live my life.

Wow!

If any of you feel cynical, or let down, or inclined to gloat about the election of 2012, do as you please. But think about this. Think about how a 15-year-old boy, linebacker on the football team at Northwest Whitfield High School in North Georgia, wept in his mom's car on Election Day simply because he was full of love for his America. And it wasn't because his favorite candidate won- or lost- but because he saw a vision of his country's greatness reflected in the past - the hugs of a senior couple and the future- the smile of his little brother. I tracked Christian down a few days later and asked him what he wants to do after college. Public service, he said maybe even politics. Yes!

(Excerpt from columnist Mark Kennedy- Life Stories Chattanooga Times Free Press)

Submitted By: Bob Hughes





Service Information

Service Training Steering Committee Update

The next meeting Local 421 Service Training Steering Committee will be held on Tuesday, March 6th at the Concord training center at 5:30 pm. At this meeting we will be discussing suggestions for training that would be beneficial for technicians.

The UA training department continues to place an emphasis on service training in the Carolinas. Joe Ellis is heading that Initiative, and communicating with the service training experts at UA headquarters to help them see the progress we are making in the Carolinas.

HVAC Star Certification Preparation Class

The HVAC Star Certification Preparation training is being scheduled for May 2013. These classes require a minimum of eight (8) participants. For specific dates, please consult the training section of the Local 421 web site to see when these classes are scheduled.

Georgia / Carolinas HVAC/R Apprentice Contest

The apprentice contest between locals in Georgia and the Carolinas will be used to qualify contestants for the 2013 District apprentice contest in New Orleans. The Georgia / Carolinas contest will be held from April 30 through May 3, 2013. The top place winners in all trades of this contest will qualify for the District 3 contest.

Signing up for 2013 Mandatory Training

A contractual requirement for all service technicians is the satisfactory completion of eight (8) hours of Local 421 provided training.



During November 2012, there were too many technicians who called the training center to request information about the training classes held during November and December so they could meet their mandatory training.

For 2013, we **will not** schedule last minute classes to meet the eight hour Requirements. It is virtually impossible to make training arrangements at such a late date. The training Center is making every effort to provide classes, but it is obvious that many have waited until the last minute to begin looking for ways to satisfy their requirement.

** Important **

Please take advantage of classes scheduled earlier in the year to avoid missing your 2013 training requirement.

Submitted by:
Harold
"Rudy"
Rudisill

JATC News

Update on the Raleigh Training Center - As had been announced at our last two meetings, the Joint Apprentice Training Committee (JATC) had instructed us to sell the Raleigh Training Center. The facility has been undersized for many years, and with our Apprentice ranks exceeding 200, we need more space to grow and train.

We have been looking at locations in Eastern NC to expand and expect a final decision before the next newsletter. Be sure to check the website often for updates.

Check your Weld & Braze Certs "Don't Let Them Expire"

Concord Training Center –
(704)721-0517
285 Litaker Lane
Concord, NC 28025



Working safely may get old, but so do those who practice it.
~Author Unknown

Know safety, no injury.
No safety, know injury.
~Author Unknown



ATRs will be available for Testing

Concord Training Center
285 Litaker Lane
Concord, NC 28025
(704) 721-0517

Donald Bean, January through June - Monday, Tuesday & Wednesday from 8am to 5pm

Ray Smith, January through June - Wednesday, Thursday & Friday from 8am to 5pm

Billy Boulware, February through June - Saturdays - 3/2, 3/16, 4/13, 4/27, 5/11, 6/8, 6/22 from 8am to 5pm

Charleston Location
2556 Oscar Johnson Drive
N. Charleston, SC 29405
(843) 554-3655

Laurens Training Center
1476 Fleming Street Ext.
Laurens, SC 29360
(864) 894-9702

Testing at N. Charleston & Laurens locations only after prior approval and scheduling.

Please call ahead to make sure the ATR will be able to schedule your test.

Any other times will require prior approval by the Training Director.

JATC Schedule

Current Training Schedule as listed on our website WWW.UALOCAL421.ORG

Denotes HVAC Approved CE classes

March 2013

***Foreman Training**
***OSHA 10 Training**
PLEASE REGISTER BY 03/01 TO DETERMINE DATE & LOCATION OF CLASS

Tuesday, Mar 12
***Pump Alignment**
 Concord / 5:30pm - 9:30pm
Register by March 5

April 2013

Tuesday, April 2
***Psychometrics** (Measurement of heat & water vapors) - Raleigh (Location TBD) / 5:30pm - 9:30pm
Register by March 19

Tuesday & Thursday, April 2 & 4
 Concord / 6:00pm - 10:00pm
Register by March 25

Wednesday, April 3
***HVAC/IR** infrared applications for the HVAC tech
 Concord / 5:30pm - 9:30pm -
Must register by March 25

Wednesday, April 17
***Customer Service Training**
 Raleigh (Location TBD)
 5:30pm-9:30pm
Register by April 3

Wednesday, April 24
***Tube Bending** -
 Concord / 5:30pm - 9:30pm
Register by April 17

May 2013

Tuesday & Wednesday, May 7 & 8
***R410A Certification**
 Concord / 6:00pm - 10:00pm
Register by April 30

Tuesday, May 14
***CSST** - Raleigh (Location TBD) / 5:30pm - 9:30pm

June 2013

Tuesday & Wednesday, June 11 & 12
***R410A Certification** - Raleigh (Location TBD) / 5:30pm - 9:30pm

Tuesday & Wednesday, June 18 & 19
***UA Star HVAC Prep** - Raleigh (Location TBD) / 5:30pm - 9:30pm - Need minimum of 10 participants w/5 yrs documented experience - **Must Pre-Register by May 14, 2013**
**** Note: \$133.00 Re-fundable deposit required at registration.**

Tuesday & Wednesday, June 25 & 26
***UA Star HVAC Prep** - Raleigh (Location TBD) / 5:30pm - 9:30pm

Saturday, June 29
***UA Star Test** - Raleigh (Location TBD) /
 Time to be Determined

OSHA 10 Training
PLEASE REGISTER BY 10/01 TO DETERMINE DATE & LOCATION OF CLASS

UA Star HVAC Prep
 Offered in October
 Please visit our website for more information!

News from Dispatch

Brothers and Sisters of Local 421:

The year 2013 is looking very good. We have jobs in North & South Carolina that will be requiring manpower beginning in March and April. In addition to the upcoming projects, below is a list of current jobs that are active at this time:

McKenney's:

Cardinal Project— Kings Mountain, NC
 Facebook Project—Forest City, NC
 Sentinel Project—Durham, NC

Morgan Mechanical:

High Rise—Charlotte, NC
 Fort Bragg—Fayetteville, NC
 Seymour Johnson—Goldsboro, NC

MENK Company:

Continental Tire Company—Sumter, SC

Batchelor & Kimball:

Mesh Project—Lenoir, NC
 (near completion)

Our newest contractor, **Greentech Mechanical.**, has a job at Firestone Tire in Wilson, NC. We currently have other contractors bidding on other projects in North & South Carolina at this time.

As you can see, we have multiple active projects/jobs, and we **MUST** fulfill our obligation to LU421 and ourselves by manning these jobs.



I cannot guarantee each and every one of you a job at home, wish I could. When I call to fill a manpower request, I am going down the OUT OF WORK LIST. If you turn me down, I move to the next person on the list. If I leave you a message and have not received a return phone call within 15 minutes, I move to the next person on the list. When you reject a job that has been offered to you, or you do not return my phone call, I am forced to go outside our jurisdiction for manpower. This is not what I prefer to do—especially when we have members out of work. My personal goal is to see all Local 421 Brothers and Sisters working. I do not want an OUT OF WORK LIST.

When you accept a job, you are expected to report to the job site fit for duty and on time per our **Standard for Excellence**. Our jobs depend on us individually and as a whole conducting ourselves in which the STANDARD states. Protect our jobs by performing your duties as professionals, and be your Brothers and Sisters keeper.

Work safe, perform quality work and be productive.

2013 is going to be a good year! If you are interested in any of the jobs listed above, please call and get your name on the list.

Submitted By: Ron May—Dispatcher



DIRECTORY

Charleston Business Office

2556 Oscar Johnson Drive
N. Charleston, SC 29405
843-554-3655
843-529-1226 Fax

Raleigh Office

4510 Old Poole Rd
Raleigh, NC 27627
919-231-8005
919-231-8054 Fax

Charlotte Office

285 Litaker Lane
Concord, NC 28025
704-721-0517
704-721-0518 Fax

Laurens Office

1476 Fleming St. Ext.
Laurens, SC 29360
864-984-9702
864-984-1951 Fax

***Please send all mail including
payments to the Charleston
Office.***

Email Addresses

Skip- skip@ualocal421.org
Bob- bob@ualocal421.org
John- john@ualocal421.org
Joe- joe@ualocal421.org

***Please put 421 member on
subject line.***

Websites

www.ualocal421.org

Union Meetings are held on the second
Saturday of the following months at
10:00am:

May 11th—Concord, NC

July 13th—Laurens, NC

September 14th—Raleigh, NC

November 9th—Concord, NC

****Locations are subject to change****

*It is with our deepest regret that
we must inform you of the
passing of the following
Brothers and/or Sisters:*

January 2012: Richard J. Gundry (470)

Edgar L. Rasnick (227)

Douglas E. Miller (470)

Gary T. Haynie (391)

Charles M. Brown (823)

Thomas Still (470)

February 2012: Bobby L. Shoemaker (96)

March 2012: James P. Schoemann (96)

Carol W. Williams (391)

Nelson S. Jones (421)

Henry F. Duggan (96)

April 2012: Tommy K. Moose (96)

Charles W. Hovater (391)

Bobby L. Albea (785)

August 2012: Ralph L. Moore (227)

September 2012: Thomas Dawson (227)

October 2012: Bennie Stutts (96)

William Cameron (96)

November 2012: Benjamin Wrenn (785)

January 2013: Herbert W. Dillard (96)
C.W. Quate (96)

Plumbers & Pipefitters
Local Union 421
2556 Oscar Johnson Dr
North Charleston, SC

NONPROFIT ORG
US POSTAGE
PAID
CHARLESTON,
SC
PERMIT NO 119

Or Current Resident

Easter signals a new beginning of nature,
spring, brand new life, and friendship.
May the Lord bless you on this auspicious
day of Easter, and may it be a new begin-
ning of greater prosperity, success and
happiness. I would like to wish you and
your entire family a Happy Easter and
may God bless.

Skip Howard

