At the last union meeting held in Concord, N.C. on March 11, the membership present voted to change the meeting date in May. Unknown at that time, there was a conflict with rescheduling. The meeting will remain the second Saturday in May. It will be held on May 13, at the Training Center in Concord, N.C. @10:00 A.M.

Negotiations for our contract due to expire on June 30 of this year will begin in the near future. All members will be notified of the special called meeting that will take place following those negotiations.

Local 421 would like to congratulate all the children and grandchildren of our members who will be graduating this year.

Please notify the Benevolence Committee if you know of any members who are ill or in need in any way.

Benevolence Fund Committee Members

- Ray Smith (Chairman)-336-972-0922
- Donald Bean-336-953-4718
- Carl Dean-828-217-3432
- John Tilley, Jr. –336-830-1723

If you are in need of assistance, or you know a fellow Brother and/or Sister in need please contact one of the Benevolence Committee Members above.

Please notify us at either the Charleston or Concord office if you have a change of address or phone number. It is very important for us to have current information for mail outs and automated phone calls.

“Also notify NEBA of any address changes”

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

December 2016
Herbert Vincent(227)
Russell Neeley(391)

January 2017
No deaths reported

February 2017
James R. Drum (96)

March 2017
Donald R. Crider (436)
Brothers and Sisters,

We are experiencing layoffs at several locations in our jurisdiction but at the same time we are having a trouble manning other projects. We all know what the consequences are for being unable to meet our obligation with contractors.

South Carolina, BKI needs manpower at multiple sites; HT Lyon needs a Combo welder in Florence and McClintock & Turk needs a GMAW welder in Beaufort. Midwest Mechanical will start ramping up on the hospital project in Charleston starting April 1. CR Myers started the underground piping in Anderson at First Quality Paper.

North Carolina, GEM Industries has an outage at the Campbell Soup Plant in Maxton, AC&R Specialist has a job in Tar Heel; Green Tech Mechanical has a short term project starting in Durham. Kinetics has received a letter of intent on the Baxter project in Marion. On the horizon, Midwest Mechanical in Warsaw should start this summer. Novo Nordisk project has been moved out further than projected.

Work around the country continues to be strong, especially for welders. It’s important that all members keep your certifications up to date. Any special certification you pick up please send to our office so we can update your file. When we send your Bio to other locals and your list of skills is blank, we are questioned.

Keith Batson
Local 421 Dispatcher

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SPECIAL ANNOUNCEMENT:

IF YOU ARE THREE MONTHS BEHIND ON YOUR DUES, YOU WILL BE REQUIRED TO PAY A MINIMUM OF TWO MONTHS, ESPECIALLY IF YOU ARE CURRENTLY EMPLOYED.

*DUES ARE TO BE PAID THE FIRST OF EACH MONTH.*

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Hello Brothers and Sisters:

I wanted to remind everyone we are a Brotherhood and it is imperative we treat each other with respect and help each other when needed. TOO OFTEN we hear negative comments about each other or the abilities of another member. If a Journeyman or an Apprentice is in need of information or training it is all of our responsibility to provide some guidance. Our training begins in the classroom but only makes up about 25% of the learning experience; the rest is in the field. Next time someone shows a weakness become a mentor, teach them what you know. I am attaching a copy of the UA Pledge that we all have signed and should take this to heart.

UNITED ASSOCIATION PLEDGE

I, ___’Your name here’___, in the presence of this Local Union, do truly promise and pledge my word of honor that I am familiar with the provisions and requirements of the Constitution and By-Laws of the United Association and that I will not perform any act in any way prejudicial to the best interest of the United Association, but will at all times endeavor to promote its prosperity and usefulness. I hereby agree to remain loyal and true to the principles and policies and to be governed by the Constitution and By-Laws and Ritual of any and all matters now or that may hereafter be included therein. I further pledge that I will faithfully attend all meetings of the Local Union unless prevented by sickness or other causes beyond my control. I will at all times assist members of the United Association to the extent of my ability, defend them when unjustly treated or slandered, and cultivate for each and every member the warmest friendship and brotherly love. I will assist unfortunate or distressed members to procure employment.

I do further promise and swear that I am not a member of any organization advocating the overthrow by force and violence of the Government of the United States or of Canada.

I take this obligation voluntarily, without any mental reservation, and bind myself until death under the penalty of scorn due to moral perjury and violated honor as one unworthy of trust or assistance.

John Sciadini
President Local 421

Reminder for all Apprentice’s that have not submitted their $50 nonrefundable book deposit, this is to be sent to the Concord Training Center only!
Information
Make sure to always keep your certs current, **IT IS YOUR RESPONSIBILITY!!**

Check the website often ([www.ualocal421.org](http://www.ualocal421.org)) for new and updated classes that are listed for any required continuing education. There will be more online courses in the months to come for UA members. Watch for Victaulic and High Purity training in your area.

Remember to check the website for upcoming classes over the summer months, OSHA 10, 30, brazing and continuing education.

There will be Weld testing at the Concord Training Center on Monday, Tuesday & Wednesday. We are also offering Weld testing at our Wake County Training Center in Wendell on Monday, Tuesday & Wednesday. Must call ahead to schedule any testing with that location’s Instructor. Any requested testing in Charleston or Laurens will have to be pre-scheduled.

Anyone interested in UA STAR exams (HVAC, Plumbing & Pipefitting), please contact the Concord Training Center for information

Please listen to ALL ROBO calls from Local Union 421 as they always involve important information!

The JATC is looking for Instructors for ALL Training Centers. If you have the ambition to share your knowledge with others, please send your resume’ to John: john@ualocal421.org.

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**2017 Standard for Excellence and Work Referral**

In order to be eligible for employment, every member or applicant must complete and sign (both sides) and return to the business office no later than January 31st. You can return by US Mail, Fax or Email. If you are currently on out of work list you will maintain your position if the form is completed and returned by the 31st, if the form is not completed and returned by the 31st your name will be removed and placed on the list in order received. You **CANNOT** be referred to any job until this form is completed and returned to Local 421 Business Office. This is a yearly requirement.

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**Lead Burners**

Arbitration Decision:

After consideration of the parties’ evidence and arguments, I make the following Award to pay for the additional cost of $3.19 per hour worked per member:

1. This award shall not be retroactive.
2. This award shall be effective on June 1, 2017.
3. The Health and Welfare Fund shall contribute $75,000 (approximately $.75 per hour worked per member).
4. The Union shall contribute $.50 from wages per hour worked per member. In addition, each Union member’s hours from the so-called bank shall be reduced from three(3) months to two (2) months for each member’s outstanding hours, and shall also be reduced prospectively such that the maximum hours bank for any member going forward shall be two (2) months, which amounts to the additional sum of approximately $.25 per hour worked per member. The total Union contribution shall be approximately $.75 per hour worked per member.
5. The Association shall contribute $1.69 per hour worked per member.
6. All other terms of the Collective Bargaining Agreement as modified by the Amendment shall remain in full force and effect.
7. If there is a conflict between the Award and the Collective Bargaining Agreement, as amended, then this Award shall control.

Signed by Walt De Treux.

Submitted by: Bill McNabb
Have You Registered For Your Health Reimbursement Account Yet?

It appears that we still have many members who have not registered with WageWorks for their Health Reimbursement Account. Any out of pocket expenses related to medical, dental or vision can be reimbursed up to the $1000.00 benefit. You simply send in a copy of your receipt to WageWorks to receive the reimbursement.

To Register follow the steps below:

Go to www.wageworks.com

Click Log In/Register, Employee Registration

1. Enter your personal information to authenticate to the system; your ID code is the last four of your SSN, click next
2. Accept the User Agreement, click next
3. Enter an email address, verify your contact information, enter a phone number and click next
4. Enter your bank account information to set up Direct Deposit for reimbursements (You can click next to skip this option and set this up later on the profile page of your account)
5. Select your communication preferences by clicking the boxes that apply; click next, in the pop up box click both check boxes and I agree.
6. Create a user name and password:

   - Your user name must be at least 5 characters long, may contain any combination of letters and numbers (but no other characters).

   - Your password must be between 8 and 20 characters, include at least two of the following: lowercase letter, uppercase letter, number or symbol.

   - It cannot include your last name, first name, username or spaces

Review pop up messages (click Go to now, Remind me later, or Don’t show this again)

If you have questions, please feel free to contact WageWorks at:

WageWorks Customer Service Center
1-877-WageWorks (924-3967)
Representatives are available Monday through Friday 8 AM to 8 PM Eastern time

Submitted by: Stacie Bartlett
Benefit Coordinator
843-214-5344

Ps 133:1: How good and pleasant it is when brothers live together in unity!