A message from the Business Manager...

We have lots of things happening this year. We have a lot of new work beginning in our jurisdiction. A Hospital project in Charleston, 2 year Jet Fuel Project at Paris Island, High Rises in Charlotte, outages in Paper Mills, data centers and it appears we have a real good possibility for work on one of the largest pharmaceutical project in the South, beginning the last part of this year. And while we are talking jobs, I would like to thank all of our members and let you know how much I appreciate the improvements in the UA’s Standard for Excellence Polices. Our attendance issues have improved greatly; and we now have very few problems with substance abuse issues on jobs. I also want to thank you for staying on our work, here at home until the jobs are complete. It means a lot to Local 421, our Contractors and their Clients to know that our members will remain on projects until they are complete, they will be at work every day and there will be no big issues with pre-employment test. That really helps, when we invite Contractors to look at projects in our jurisdiction. So thank you Guys and Gals for all your hard work and extra efforts.

We will also be having the 39th UA Convention, in San Diego in August. We’ve already had the election of Delegates and if we have the same number of members on our March Cash Sheet we currently have, we’ll be sending 11 Delegates to the Convention. This is the list of Delegates and Alternate you elected to the Convention:

Reggie Bush
John Sciadini
Bob Hughes
Ron May
Carroll Garrett
Ray Smith
Tom Delong
Evelio Martinez
Frank Alaggio
Donald Bean
Mike Moose
Mike Radovich (Alternate)

So it looks like things are going to be pretty busy this year for our Members, Office Staff and Agents.

And finally, Easter is one of our most important holidays. Easter Sunday commemorates the resurrection of God’s Son. My wish for you is that this Easter you and your family will always be blessed with love, life and happiness and your life be touched by its true meaning. I along with the Staff and Officers of Local 421 would like to wish you an extraordinary and joyful Easter.

Skip Howard
Business Manager
It’s that time again. The political season is here. Television ads, radio ads, Robo calls and mailings. Candidates are trying to get your attention. Making their case, hoping you will vote for them.

By the time you receive this newsletter the South Carolina primary will be over. North Carolina vote will be March 15. Polls will open at 6:30 AM and close at 7:30 PM.

What is a PAC?

Political Action Committee (PAC) — A popular term for a political committee organized for the purpose of raising and spending money to elect and defeat candidates. Most PACs represent business, labor or ideological interests. PACs can give $5,000 to a candidate committee per election (primary, general or special). They can also give up to $15,000 annually to any national party committee, and $5,000 annually to any other PAC. PACs may receive up to $5,000 from any one individual, PAC or party committee per calendar year. A PAC must register with the FEC within 10 days of its formation, providing name and address for the PAC, its treasurer and any connected organizations. Affiliated PACs are treated as one donor for the purpose of contribution limits.

What’s a super PAC?

A new type of PAC was created after the U.S. Court of Appeals decision in Speechnow v. FEC in 2010. These PACs make no contributions to candidates or parties. They do, however make independent expenditures in federal races - running ads or sending mail or communicating in other ways with messages that specifically advocate the election or defeat of a specific candidate. There are no limits or restrictions on the sources of funds that may be used for these expenditures. These committees file regular financial reports with the FEC which include their donors along with their expenditures.

For more info on voting visit the websites below:
http://www.ncvoterguide.org/
http://www.scvotes.org/

2016 Standard For Excellence

We have mailed out the 2016 Standard for Excellence. This is a yearly requirement. If we do not have an updated copy on file and you are out of work you will be automatically removed from the out of work list. If you did not submit the SFE by the due date, January 31, 2016, you will be placed on the out of work list in the order it is received. You are required to return SFE even if you are currently working.

Effective July 1, 2014 If a member of Local Union 421 is required to take a drug screen and fails, there will be a fine of $300.00 and you will be IMMEDIATELY removed from the out of work list until further review.

If an apprentice fails they will remain off the out of work list until reviewed by JATC.

SUBMITTED BY: BOB HUGHES

Happy St. Patrick’s Day
Happy Spring
Happy Mother’s Day
It is with our deepest regret that we must inform you of the passing of the following Brothers and/or Sisters:

**July 2015**
Jeffrey Willis (421)

**August 2015**
Melvin Gulstrap (391)
Merle Bailey (789)
Michael Webber (329)
Roy O. Pilkey (69)

**October 2015**
Thomas Traylor (391)
David Moates (649)
A.F. Schilling (470)

**November 2015**
Gary Kinley (96)

**December 2015**
Ricky "Daniel" Belue (421)
Frederick Nikonchuk (227)

**January 2016**
Oscar Gainey (227)
Archie Smith (470)

**February 2016**
William Keziah (421)

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Health, Welfare, Pension and Annuity
NEBA 1-800-842-5899 only speak with Toni or Melinda

*New link, see page 6 for details.*

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.
From Your President

"IT TAKES A VILLAGE TO RAISE A CHILD"

The original slogan was offered from the context of the ideal group of people surrounding a child and contributing to their education and training: Parents, Grandparents, Friends, Teachers, and others who in many ways supplement the primary care and oversight of the Parents.

WE: LOCAL 421, are an Institution, every one of us. WE are a VILLAGE. OUR Children are our Apprentices or Members in need. Our support group is The Local, OUR school, OUR Contractors and most important are every Journeyman and Journeywoman that come in contact with them.

Each and every one of us is responsible for the qualities and standards that the next generation in the trades will absorb. Young men and women gain knowledge from what they see, hear and learn not only from their Instructors; but from everyone around them. This is a grave responsibility for all of us; Teachers, Administrators, Local Management, office staff and most important I SAY IT AGAIN! The Journeymen, Foremen and Contractors in the field. We are all role models and Mentors.

John C. Crosby, A great Mentoring expert defined Mentoring as “a brain to pick, an ear to listen, and a PUSH in the right direction.”  Mentoring is an investment, and it needs to be constant until there is a return.

When an Apprentice or member is lacking in a certain area or having personal issues that affect their workplace, WE ARE ALL responsible to help, assist and guide that Member. Our UA oath is clear on that.

We all are often too quick to throw someone to the curb because "we don't have time" or "could care less" about someone’s issues, lack of knowledge, etc. We are a Brotherhood, and when issues like this arise, this is the time for that Brotherhood to become engaged and give the much needed Support. Not taking the time to acknowledge that help is needed, would be detrimental to the Trade. SO we are all TEACHERS AND MENTORS.

It is just as important that the families, parents, spouses, significant others and our children understand the demands to become a successful Journeyman. These demands will take them away on some Saturdays or week nights to attend school, make them work out of town for weeks at a time and cause them to come home tired or in a bad mood. These are the times that support is most important.

When you have the right people, equip them, give them the knowledge and teach them the skills, you empower them to be released to do the right thing and become a highly skilled Journeymen.
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.

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!

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.

Currently we are running classes through the end of March or early April.

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](mailto:john@ualocal421.org).

**REMEMBER:** All Journeymen are required to have 8 hours of continuing education to be eligible for any possible pay increases.

**Congratulations to our graduates from our VIP class #4.** 15 transitioning Marines from Camp Lejeune will be entering the workplace and the UA apprenticeship program in their home states. This is another example of our commitment from the UA to work with us to make our Local the best it can be.

Local 421 / Mechanical Trades Carolina would like to take this opportunity to congratulate the following Journeymen on their recent achievements:

- Jeremy Girton for receiving his OSHA 500 Instructor certificate. Jeremy held his first class in February.
- Evelio Martinez for receiving his OSHA 500 Instructor certificate.
I want to update everyone on the shielding work in Local 1’s jurisdictions in New York City. As of February 8th we do not have a written agreement with Local 1. This agreement will come in a letter of understanding from Paul O’Connor. So as of February 8th we will continue to abide by rules outlined in the last newsletter. If anything changes in the near future I will try to update everyone by phone.

The work situation has improved with both NELCO and El Dorado Metals, and should continue to be good for the remainder of 2016. If anyone is out of work please contact the Charleston office, and ask to be put on the Lead Burners out of work list.

By: Bill McNabb

2016 Union Meeting Schedule

All meetings begin at 10:00AM

January 9th– 285 Litaker Lane, Concord, NC 28025

March 12th– 285 Litaker Lane, Concord, NC 28025

May 14th– 285 Litaker Lane, Concord, NC 28025

IS YOUR BENEFICIARY INFORMATION UP TO DATE? IF YOU ARE NOT SURE PLEASE GIVE US A CALL AND WE WILL CHECK IT FOR YOU 843-554-3655. WE CAN MAIL YOU A BENEFICIARY CARD IF YOU NEED/WANT TO MAKE ANY CHANGES.

***NEBA BENEFITS LINK***

Secure online access provided by the Fund Office. The site provides access to view Eligibility, Work History, Health Claims, Pension Information and more.


Rom 5:8: But God demonstrates his own love for us in this: While we were still sinners, Christ died for us
News from Dispatcher....

Brothers and Sisters,

We have entered 2016 very slow in the Carolina’s. 2015 did not end in the fashion we were expecting. We were hoping a few jobs were going to require manpower in Nov. and Dec. This didn’t happen, weather, material delays, jobs being stopped by the clients, etc. Our expectations for 2016 continue to be very high and jobs will be plentiful.

McKenney’s has four projects that are slowly beginning to request manpower, Toray Project (requires background) in Moore, SC., Seal Air in Charlotte, NC., Facebook Project in Forest City, NC and the Eagle Project in Kings Mountain, NC. MJ Wood has just started a new project at the Port of Wilmington in Wilmington, NC. HT Lyons has a new project at the GE Plant in Florence, SC and the hospital expansion at Medical University of South Carolina (MUSC) in Charleston, should begin in April or May. CR Meyer has the paper mill outages in Anderson, SC and Riegelwood, NC finishing up by the end of April.

The MNK Project in Moncks Corner, SC has been stopped and BKI does not know at this time if or when the job will restart.

We do have two contractors (new projects in SC) we are meeting with soon to discuss their manpower needs. Hopes are that the jobs will begin very soon.

We still need our members to get in the training facilities and get weld certs, tube bending, rigging and signal, orbital welding, medical gas, etc. I need these skill sets to meet our contractor’s needs. I don’t want to have to call our sister locals to get manpower with special skills.

Let’s show our contractors we can meet their needs, do the job right the first time, work safe, provide them with quality craftsmen, work every day, show up on time and work together.

Together
Everyone
Achieves
More

SPECIAL ANNOUNCEMENT:

IF YOU ARE THREE MONTHS BEHIND ON YOUR DUES, YOU WILL BE REQUIRED TO PAY A MINIMUM OF 2 MONTHS. ESPECIALLY IF YOU ARE CURRENTLY EMPLOYED.

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

**T-Shirts:** Black, Gray, Hunter Green, Pewter Blue
- L-XL: $14.00
- XXL: $15.00
- XXXL: $16.00 (Out of Stock)

**Long Sleeve:** Red, Navy Blue and Gray
- L-XL: $15.00
- XXL: $16.00
- XXXL: $17.00 (Red and Navy Blue only)

**Sweatshirts:** Black
- Large-XL: $30.00
- XXL-XXXXL: $35.00

**Hats:** Tan and Green
- $10.00

**Safety T-Shirts**
- L-4X: $16.00

**Coolers:** $22.00

**Sunglasses:** $35.00

**LB New Items for sale:**
- Hats (Tan) $14.00
- T-Shirts (Ash Gray)