Message from the Business Manager:

There’s a lot going on these days, some good and some not so good.

Most of you know by now that Chicago Bridge and Iron has announced the closing of the Fab Shop in Laurens, SC. On September 15, 2017 I received notice from CB&I that due to the lack of the availability of work for that facility, on March 30, 2018 the shop will be closing. The closing means that 133 of our Brothers and Sisters will be laid off. My Staff and I have been working hard to locate opportunities to get these Members back to work. We have also decided to change the hours at our Laurens Training Facility so these Brothers and Sisters can train for the multi-year project starting in Clayton, NC, along with other jobs in our jurisdiction, and on the road. I have also been meeting with a number of large national contractors to see if they would be interested in purchasing the facility. I, along with Keith Batson and Representatives from the benefit funds, met with most of the displaced workers on September 21st and explained what to expect with their Health Care and Pension Benefits. I just want to let everyone of our Brothers and Sisters affected by the closing know that we are and will be doing everything possible to get them back to work with little or no time out of work. Please contact Keith Batson or myself if you have any questions at all.

Also this year, one of our Agents will be retiring. When I first became Manager of Local 421, one of the first things I realized was that in order for me to succeed in growing Local 421, and making it one of the best and most progressive UA Locals in the South, I would have to surround myself with the best and most knowledgeable staff I could find. One of the first positions I would have to fill was a Lead Burner Agent. After speaking with some of the Lead Burner Members and Employers, the name that kept popping up was Bill McNabb. After interviewing Brother Bill, it didn’t take long for me to determine that he was extremely knowledgeable of his craft, a man of integrity, and someone that loved the Union and his craft. Over the last 16 years Bill has become a good friend and Brother. He works and fights very hard every day for the Lead Burners to assure they earn a good wage and have good benefits for their families. I will miss Bill very much. Things just aren’t going to be the same without him around, but I wish Bill and his family nothing but the best. May God continue to bless you my good friend and Brother!!

Finally, as this will be the last newsletter before the New Year, I would like to wish for each of you a Happy Thanksgiving, Merry Christmas and a Happy New Year!!

God Bless You and your family,

Skip Howard

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*

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

Concord 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

Wendell Office
350 East 4th Street
Wendell, NC 27591
919-626-0144
919-626-0146 Fax

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

Email Addresses
Skip–skip@ualocal421.org
Bob–bob@ualocal421.org
Keith–keith@ualocal421.org
John–john@ualocal421.org
Joe–joe@ualocal421.org

*Please put 421 member on subject line.*

Websites
www.ualocal421.org
www.ua.org
Brothers and Sisters,

Looking back at the September 2016 Newsletter, I realize “Novo Nordisk is slow starting” is an understatement. The question then is the same as now, Are we ready for that size project? We know OSHA 30 is required. We know there’s a shortage of High Purity welders. Let’s take this time to prepare and utilize our training centers. We expect a visible difference in our skill level and work ethic over our nonunion competitor’s. That’s the key to our future.

South Carolina

We officially have a project at the MNK site in Moncks Corner, SC. This will be completion of a data center that was stopped over a year ago. BKI is the contractor with the start date of October 2nd. Manpower estimates 40-60. Other Contractors presently working: MMC project in Charleston; RM Mechanical in Barnwell; Milton J Wood and McClintock & Turk both have projects in Beaufort. CR Meyer, in Anderson and CB&I fab shop in Laurens are experiencing some reductions. Twin Systems LLC, has a plumbing project in Columbia, that’s starting.

North Carolina

AC&R Specialist is starting the second phase of the project in Tar Heel. Work in the Charlotte area is slow; Morgan Mechanical and McKenney’s both have projects. Kinetics, TFS and DSI will be looking for manpower in coming months for the Clayton project and MMC is scheduled to start in Warsaw later this year or beginning of 2018.

Work outside our jurisdiction continues to be good. It’s important that members report any changes in job status to this office immediately.

Keith Batson,
Local 421 Dispatcher

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.

From Your President

Hello Brothers and Sisters:

I was reading an Article in the US news section of the Guardian; April 2017, the question was “Can Unions Rebuild the Labor movement in the south”

Well can we? I feel we can but we will have to by maintaining a high standard of work, attendance, and attitude. Work in the South continues to expand.

We need more of that work to be OURS.

I recently had a long discussion with some State employees about “Trade Unions” they did not see the difference between us and let’s say “Teamsters” or Teachers Unions.

I spent an hour explaining to them Apprenticeship, training, OJT etc. All the things that are not present in an employees union. I explained that like religions, not all unions are alike.

So educate yourself so you can educate others.

The trade union, through its leadership, bargains with the employer on behalf of union members (rank and file members) and negotiates labor contracts (collective bargaining) with employers. The most common purpose of these Associations or Unions is “maintaining or improving the conditions of their employment”. It also includes training through Apprenticeship and Mentoring.

Personal note:

I ask that our prayers and support go out to our 421 brothers and sisters in the Laurens, SC area who face hard times and hard decisions going forward and to be grateful that many have developed skills in our trade that will allow them to continue to provide for them and their families.

You may encounter one of these members on a job in North or South Carolina in the future, when you do reach out and shake their hand, let them know they belong to a great brotherhood in the United Association and in Local 421.

Also, your Local leaders deserve a hardy pat on the back and sign of support as they help these members and protect their rights.

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, 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 you 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](mailto:john@ualocal421.org).

Congratulations to Evelio Martinez for obtaining his Instructor Certificate during 2017 Instructor week in Ann Arbor, MI.

Checks
We have started receiving checks from Banking Institutions without names, addresses or account numbers. There is no way for the checks to be posted without this information. If you have had your bank send a check for you and have not received a receipt, or the money has not been drafted from your account, please contact our office at 843-554-3655.

CHECKS

Updates from the Benefit Coordinator

In January of 2018 we will be rolling out the new program below to all of our members. You will soon be hearing when and where informational meetings on Roadmap will be held near you. Please plan to bring your spouse and attend one of these meetings to be held in October and December. Looking forward to seeing you there!

Roadmap Healthcare: Redefining Your Healthcare Experience

Roadmap is committed to helping you through all aspects of your healthcare journey. From a robust technology portal, to a dedicated patient navigator, to 24-7 telemedicine, we are here for all of your healthcare needs

**PRICE TRANSPARENCY**

In network and out of network options. Differential costs between treatment paths. Compare cash vs. insurance

**FIND A PROVIDER**

Finding the best doctor for you based on experience, service ratings, location, costs

**PERSONAL PATIENT NAVIGATOR**

Call, text or email your personal patient navigator to help you with anything healthcare related

**PRESCRIPTION SAVINGS**

Shop and compare a variety of prescriptions to find the best prices nearby

**24-7 TELEMEDICINE SERVICES**

When you get sick, our doctors are standing by to treat you. They can diagnose, treat and sometimes prescribe for different issues

**SPEND OPTIMIZATION**

Roadmap will focus on optimizing your deductible and out of pocket expenses throughout the entire journey

Submitted by: Stacie Bartlett
Support of Veterans in Piping (VIP)
The delegates adopted a resolution expressing the UA Convention’s continued strong support for the VIP program.

Support of Helmets to Hardhats:
The delegates also approved a resolution to express the Convention’s continued support of the Helmets to Hardhats program.

Reciprocity of Health Fund Contributions:
Local 85 of Saginaw, MI, introduced a resolution urging immediate action to address the practice of some local union health funds not reciprocating 100 percent of the traveler’s contribution to his or her home local’s fund. Based on the recommendation of the UA Convention Committee on Resolutions, the delegates referred the matter to the UA Standing Reciprocity Committee with instructions to study and review the reciprocity practices of local health and welfare funds, conduct detailed survey and information gathering, and issue a report and recommendation to the UA General Executive Board on what action should be taken. In its report, the Committee on Resolutions noted that UA Conventions have been adopting resolutions supporting reciprocity between fringe benefit funds since 1976. I am pleased to report that the UA Standing Reciprocity Committee has already convened to start work on the important issue highlighted by Local 85.

These issues and many more were debated on and, in some cases, the resolutions were modified by amendments from the delegates. All were voted on and ratified at the 39th General Convention by your elected delegates in the belief they will make our union stronger.

I believe the success of the organization going forward is addressed by many of these resolutions. The consistent message is, and will continue to be, that we must grow our market share, our contractor base and in turn, our membership.

The growth of our organization will help our contractors secure work in the mechanical industry going forward. Baby boomers are leaving the work force in masses for much deserved and well earned retirements. They are taking with them a whole lot of skills and leadership that have made us successful, and we as an organization are seriously shorthanded in many areas. We need superintendents, general foreman, fitters, welders, service techs, plumbers and more.

Now I fully understand that in different parts of our two great nations, our manpower needs vary widely. But what doesn’t waver much is that the skilled open shop is making in-roads in just about every sector in every corner of North America.

Submitted by: Bob Hughes