

Message to the Steward from EST

First and foremost, I would like to thank you for being willing and available to attend the SSMRC Steward Education Program. You have chosen to attend this program and your business representative is depending on your ability to carry out identified steward duties on the job site with efficiency and a professional attitude.



Your participation in this program will give your business representative the opportunity to assess your ability to successfully assist with union representational activities as needed on the job site. We look forward to spending time with each member and hopefully identifying individuals that possess the necessary attitude and skills needed of a professional steward.

There are many concerns on the job site that the business representatives need a front-line leader to assist with. For that reason, the steward position has always been of high importance. We need individuals that understand the importance of the position and possess the professionalism needed to conduct themselves in a manner that represents the union well. Stewards must be professional and efficient guardians of the agreements in which they are working under, ensuring that our partnering contractors are abiding by the agreement and that our members are upholding our end of the agreement as well.

When we negotiate an agreement, we agree with the signatory contractor that if they employ our members, under certain working conditions, and established wage and benefit packages, we will provide safe, professional, and productive millwrights. Stewards are to help police both the contractor and the member, ensuring that everyone is abiding by the agreement. If any party's adherence to their respective responsibilities is in question then the steward should bring all issues to the attention of the business representative.

We all understand that there are many issues ahead of us. Different individuals interpret the language of our agreements differently. When these issues arise, our success depends on our ability to resolve the issues at hand, professionally and in a businesslike manner. This program will help you hone your soft skills and your knowledge of the agreements we all work under. Once you have successfully completed this program and your business representative has recognized your potential and gained confidence in your ability, judgment, dedication, and devotion to assist the brotherhood through performing the steward's roll in a professional and businesslike manner, you may be asked to assist your business representative through the role of the steward.

The job of the steward can be a difficult one, but the rewarding experience is well worth the effort to see that our members receive the negotiated working conditions along with the proper wage and benefit package and that our partnering contractors receive the proper service from the union members. You, your fellow members, your local and district council, our partnering contractors, and the owners of the facilities we work in will all benefit from the proper performance of your duties.

An important role of your council is to see that educational materials and training opportunities are available to prepare you to carry out this important role, serving as a conduit of information, assisting the business representative, and being the front line of representation for our brotherhood on the job site.

The role of the steward and the services that the steward provides are an important reason why our brotherhood continues to lead in the advancements of workers' rights within our industry, ensuring that our brotherhood is delivering value everyday through safe, professional, and productive millwrights.

Our brotherhood is proud of you and honors your commitment. Be serious in your commitment and take pride in your service.

In Solidarity,

A handwritten signature in cursive script, reading "Allen W. Jennings".

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I.

THE ROLE OF THE UNION STEWARD

The Union Steward is the key link between the local Union Leadership and the rank and file membership.

The Steward is an extension of the Business Representative and serves as their **job site deputy**. The Steward may be called upon to help the Business Representative fulfill his many duties, some of which include:

- ▶ Organizing and protecting the local jurisdiction
- ▶ Administering collective bargaining
- ▶ Monitoring and pursuing employment opportunities
- ▶ Supporting Millwright development and promoting union labor
- ▶ Fringe benefit funds (offering contract information)
- ▶ Processing grievances and settling disputes
- ▶ Engaging in community and political activity to support labor

In addition, the Steward assumes many critical roles and responsibilities which support the objectives of the local Union that are described below.

As an **information conduit**, the Steward gathers and transmits reliable information to and from the Business Representative and the job site.

As a **missionary for the Union**, the Steward promotes the Brotherhood's interests and programs, while preserving the Millwright's craft.

As a **defender of the Brotherhood**, the Steward helps enforce our collective bargaining agreements, maintains uniform standards, protects the trade autonomy, and jurisdiction of the local Union.

As an **agent for the Union**, the Steward protects the local from liabilities caused by illegal work stoppages, improper representation, and other damaging actions.

Finally, as a **front-line Union advocate**, the Steward represents our members on the job site — helping to avoid all types of harassment, injustice, and unsafe conditions.

Remember, **the ultimate strength of the Brotherhood rests upon an educated and activated membership**. The strength of collective action by our membership cannot be achieved without dedicated and effective Stewards. Thus, the Steward plays an invaluable role which the Union recognizes, appreciates, and honors!

II. STEWARD'S DUTIES

Each of the Steward's specific duties support the work of the Business Representative and advance the interests of the local Union. **Whenever in doubt, call the Business Representative.**

Information Conduit

The work of the Union depends upon reliable information and the Steward is the key link in the local's communication chain. In fact, the Steward is the local Union's eyes and ears on the job site.

The Steward must gather and transmit information from the job site to the Business Representative on such matters as:

- ▶ Hours worked
- ▶ Working Conditions
- ▶ Grievances
- ▶ Overtime
- ▶ Changes in the size of the work force
- ▶ Jurisdictional and other disputes
- ▶ The concerns of the membership
- ▶ Presence of a nonunion contractor

Local Steward meetings can be teleconferenced, and regular Steward reports should be used to record and transmit this kind of vital information.

Oftentimes, the Business Representative relies upon the Steward to convey important information to the membership on the job sites. For example, the time and place of a political mobilization or instructions concerning job-site conditions may be transmitted through the Steward.

In addition, whenever workers need information about the Brotherhood they should know that the Steward is a reliable Union resource on our job sites. The Steward should always carry the contract, local Union bylaws, essential phone numbers for emergencies and Union business, reciprocity forms, this pocket guide, and other Brotherhood information needed by members.

Missionary for the Union

The Brotherhood engages in numerous activities to promote its interests, expand membership, and preserve the Millwright's craft. On every job site the Steward can be counted on to support these activities and to encourage other members to participate in them.

The Steward should be proactive against unprofessionalism, poor workmanship, late starts, early quits, long coffee breaks, as well as any other acts that could be detrimental to our organization and partnering contractors.

The Steward is the most enthusiastic supporter of the Brotherhood, promoting at all times a safe, professional, and productive work environment.

Defender of the Brotherhood

The gains the Brotherhood has achieved through more than 100 years of struggle must be protected by each and every Union member.

The Steward plays a critical role in preserving these standards. The Steward helps the Business Representative administer and enforce our collective bargaining agreements by identifying potential contract violations on the job sites, resolving clear violations, and contacting the Business Representative when the Steward believes a contract violation has occurred.

In addition to preserving long-established job standards, the Steward encourages Union contractors to provide a safe and healthy workplace. A vigilant Steward also helps the Business Representative protect the trade autonomy and jurisdiction of the Brotherhood, anticipating controversial work assignments and notifying the local Union office.

Agent of the Union

Because the Steward acts as an official representative of the Brotherhood, the local Union may be held responsible for improper steward conduct. A well-trained Steward **should not** involve the local union in unsanctioned work stoppages, job actions that violate the contract, or unfair representation. Protecting the Union from legal liabilities is an important Steward responsibility.

The way a Steward conducts himself on and off the jobsite is a reflection on all of us as an organization, it is the way we will be perceived as an organization.

Front Line Union Advocate

The Steward is a front-line Union advocate, representing workers where they need representation most: on the job site.

The Steward provides advice and support whenever a worker:

- ▶ faces any form of harassment - based on sex, age, race, ethnicity, apprenticeship, or Union activity
- ▶ suffers as a result of a contract violation
- ▶ confronts an unsafe condition

When dealing with work-related problems, Millwright's should identify and rely upon the Union Steward as the most knowledgeable, dedicated, and effective job site advocate for their needs and interests.

Specific Steward Duties:

- ▶ File Steward Reports
- ▶ Check Dues Cards
- ▶ Report Hours Worked
- ▶ Attend Union Meeting
- ▶ Attend Steward Meetings
- ▶ Assist with Grievances
- ▶ Gather Vital Information
- ▶ Spot Contract Violators
- ▶ Transmit Information
- ▶ Check Subcontractors

General Steward Responsibilities:

- ▶ Promote the Union
- ▶ Job Safety
- ▶ Protect Jurisdiction
- ▶ Knowledge of Benefits
- ▶ Contractor Relations
- ▶ Knowledge of Contract
- ▶ Knowledge of Bylaws
- ▶ Emergency Preparedness
- ▶ Promote Craft Pride
- ▶ Represent Members
- ▶ Provide Union Resources on Job site
- ▶ Fight All Forms of Harassment
- ▶ Encourage Job Site Harmony
- ▶ Promote inter-trade Cooperation
- ▶ Promote Productivity
- ▶ Vital Information Conduit
- ▶ Labor Solidarity
- ▶ Protect Union from Legal Liabilities

III.

STEWARDS MUST BE KNOWLEDGEABLE

To help the Steward become a more knowledgeable and effective Union Representative, the Southern States Millwright Regional Council provides a comprehensive Steward training program that includes all of the essential areas of Union affairs described below.

Team Building

Covers the Steward's duties and responsibilities as a key player on the Union team, supporting the work of the Business Representative and the local Union.

Collective Bargaining and Contract Administration

Covers the basic principles and advantages of collective bargaining, the structure and content of the legal contract, identification of contract violations, and ways to help the Business Representative enforce the agreement.

Legal Rights and Obligations/Jurisdiction

Covers the Steward's basic legal rights as well as the obligations they assume as an agent of the Union, and protection of the Union's autonomy and jurisdiction.

Union Benefits

Covers the principles of Union benefits systems (including health and welfare, and pensions), the value of these benefits to workers, and the specific benefits offered by the local Union.

Health and Safety

Covers the contractor's responsibility to provide a safe and healthy workplace, construction industry safety standards, and proper ways to correct safety violations.

Southern States Millwright Regional Council History

Covers the experience and lessons of the Brotherhood's past to generate hope and courage about the Union's future.

Organizing

Covers the reasons and methods to organize the work force in order to increase bargaining strength and rebuild Union construction.

Effective Communication

Covers communication skills for effective leadership, including how to talk and listen to members in a two-way process.

IV. QUALITIES OF EFFECTIVE LEADERS:

Tact

Stewards should think before they act and consider how their words and deeds will be perceived by others. Be careful not to offend people unnecessarily.

Intelligence

Stewards should think critically and carefully about circumstances on the job and try to become increasingly knowledgeable about issues of concern to our members, our Union, and the labor movement.

Impartiality

Playing favorites among members undermines the Steward's credibility and effectiveness. By treating members fairly, the Steward enhances the Union's image among the membership.

Honesty

Being fair and truthful with our members and other involved parties demonstrates the integrity of the Steward and the Brotherhood.

Sincerity

Members are likely to trust and support a Steward who acts natural and exhibits sincerity.

Humility

While Stewards take on special rights and responsibilities as Union representatives, they should not overstep their roles nor encroach upon legitimate authority and rights of others.

Reliability

Members will surely hold Stewards in high esteem when Stewards demonstrate by their deeds that they are reliable and follow through on promised service and support. Stewards cannot always succeed in meeting members' expectations, but a good faith effort will show that they can be counted on when they are needed.

Courage

Stewards can be counted on to stand up for our Union, our members and our rights, even when there is some risk involved. Exhibiting such courage and dedication inspires it in others.

Dignity

Stewards should treat others with respect and dignity and should expect others to treat them the same way. The Union movement was built to honor and protect the dignity of human labor; Stewards must carry on that noble tradition.

Sensitivity

Effective leaders listen carefully to others and try to understand and appreciate their viewpoint. Being sensitive to the needs and expectations of our members strengthens the bonds of Unionism.

Humor

Sometimes an effective Steward must laugh at himself or with others. Taking serious matters too seriously can drain people's energies. Injecting humor into a situation can get things moving in the right direction. By being friendly and upbeat, a Steward can improve the atmosphere on our jobs.

Dedication

Although some people think that dedication and sacrifice are no longer fashionable, our members will be inspired by the commitment of our Union Stewards. By example, our Stewards can show the satisfaction and fulfillment of being a Union tradesman. Dedication to fellow workers never goes out of style.

V.

HOW TO HANDLE A GRIEVANCE

The Steward is on the job every day. When a worker needs Union representation on the job site, the Steward is there to help. Stewards are called upon to adjust minor conflicts and prevent them from escalating into major disputes. Workers come to Stewards to handle their grievances.

Grievance Defined

What is a grievance? Simply stated, a grievance is a violation of a worker's rights. A legitimate grievance may be any one of the following:

- ▶ A violation of the contract
- ▶ A violation of federal, state, or local law
- ▶ A violation of past practice, written or unwritten
- ▶ A neglect of management responsibility
- ▶ A violation of management rules

A Steward must learn through training and experience, to distinguish between legitimate grievance and frivolous complaints. If a legitimate grievance arises, there may be redress in the contract or through some other avenue.

Steward's Response to a Grievance

The local collective bargaining agreement outlines how grievances should be handled. Although the Business Representative is primarily responsible for the resolution of grievance disputes, the Steward has an important role to play.

Faced with a worker's complaint, a Steward should:

- ▶ Interview the worker in a careful and friendly manner to determine if the complaint is legitimate.
- ▶ Must have the grievant to state the facts and the complaint in writing and to sign the statement. A request for a written statement sometimes discourages frivolous complaints and helps identify legitimate ones.
- ▶ Write down pertinent facts; don't rely on memory.
- ▶ Separate facts from opinions to strengthen the case for a legitimate grievance.
- ▶ Determine if the problem is an isolated instance or a recurring problem for this and/or other workers.
- ▶ Identify and interview any witnesses and obtain signed statements from them.
- ▶ Investigate the scene of the grievance, visualizing what occurred, make a sketch to illustrate and remember events.

- ▶ Discuss the problem with the foreman. Sometimes problems can be resolved without resorting to contractual grievance procedures and without involving the Business Representative or higher-level management. Other times pertinent facts may be revealed by the foreman that are important to the grievance.
- ▶ Check pertinent company records; that is, records that were relied upon by the employer in making a decision that may have led to the grievance.
- ▶ Keep accurate notes of the investigation for future reference.

If a grievance is serious, always contact the Business Representative.

As the Business Representative's job site deputy, one of the most critical functions a Steward plays is in gathering and transmitting reliable information to the local Union office.

This role is particularly important when investigating grievances. Without vital information, it is impossible for the Business Representative to resolve grievances favorably. Cases supported by logic and evidence are built upon reliable information.

The Steward should answer the ‘Five W’s’ when investigating grievances to get all the facts.

- ▶ **Who** is involved? The worker, the foreman, the witnesses, and anyone who can contribute to knowledge about the case should be identified.
- ▶ **When** did the grievance occur? The time, date, and any significant events should be noted.
- ▶ **Where** did the grievance occur? The exact location should be noted.
- ▶ **What** really happened? Determine the precise sequence of events, including what was said and what took place before the grievance occurred. Consider what remedy is required to resolve the grievance.
- ▶ **Why** is this a grievance? Identify which clause of contract, which past practice, which worker’s right, which law, or which management rule has been violated in order to determine if a grievance has, in fact, occurred.

Once the Steward has thoroughly investigated a legitimate grievance, all the essential information from the investigation should be conveyed to the Business Representative.

VI.

STEWARDS' LEGAL RIGHTS AND OBLIGATIONS

Labor Law and the Union Steward: The rights of Union Stewards in the private sector come from two sources: the collective bargaining agreement and the National Labor Relations Act. Section 7 of the NLRA establishes the collective rights of workers to engage in protected concerted activity for their mutual benefit.

Employers are prohibited from engaging in certain activities which restrict and restrain workers in the exercise of their Section 7 rights to organize and bargain collectively. Among these Unfair Labor Practices outlined in Section 8(a) of the NLRB are the following:

- ▶ Section 8(a)(1): This section prohibits employer interference with workers in the exercise of their Section 7 rights and is the most frequently used tool to protect stewards' legitimate roles in the workplace.
- ▶ Section 8(a)(3): This section prohibits employer discrimination against workers for their union activities, and protects stewards (or others) from discipline or discharge for vigorously carrying out their duties.

- ▶ Section 8(a)(5): This section prohibits an employer's refusal to bargain with a Union that represents a majority of workers and is used to compel an employer to deal with the Steward, negotiate with the Business Representative, and/or participate in a contractually-stipulated grievance procedure.

Right to Union Representation at Investigatory Interviews

The United States Supreme Court ruled in the **Weingarten** case that a worker is entitled to have a Union Representative present at an employer's investigatory interview if the worker "reasonably believes: that the investigation could result in disciplinary action."

Whenever a worker thinks an interview might lead to discipline, the worker should contact the Union Steward and discuss the matter before participating in the interview.

The worker's right to Union Representation arises only when the worker clearly requests such representation. Sample language used to invoke these **Weingarten** Rights follows:

"I believe this discussion could lead to my being disciplined. I therefore request that my Union Representative or officer be present to assist me at the meeting. I further request reasonable time to consult with my Union Representative regarding the subject and purpose of the meeting. Please consider this a continuing request; without representation, I shall not participate in the discussion. I shall not consent to any searches or tests affecting my person, property, or effects without first consulting with my Union Representative."

Stewards are Equals of Supervisors in Labor Relations

When Stewards advocate for workers and confront hostile supervisors, it is not uncommon for tempers to escalate. Occasionally, Stewards may engage in intemperate behavior, raising their voices and using harsh language. The National Labor Relations Board, which is responsible for administering the NLRA, recognizes that Stewards cannot effectively represent workers if they are afraid of discipline for insubordination.

Therefore, the board has defined an **equality principle** which regards Stewards as equals of supervisors when Stewards are acting as official agents of the Union. If supervisors address the Steward by first name, the Steward should respond in kind. If the supervisor raises his voice or curses at the Steward, the Steward cannot be disciplined for responding in the same fashion. The equality principle does not allow Stewards to physically threaten supervisors nor use unprovoked profanity. Remember, the Steward is a more effective advocate for our Union and our members if he doesn't lose his temper or let the boss "get his goat." But **Stewards may not be disciplined for their vigorous representation of workers.**

Duty of Fair Representation

Because **the Brotherhood is the exclusive representative of all the members of the bargaining unit**, it has a legal obligation to represent each unit member fairly. The U.S. Supreme Court has decided that this Duty of Fair Representation (DFR) means that the

union must represent each member of the bargaining unit, Union member and nonunion member alike, without being:

- ▶ Discriminatory - (Treating like cases differently)
- ▶ Arbitrary - (Acting without reasonable cause)
- ▶ Perfunctory - (Going through the motions)
- ▶ Motivated by Bad Faith - (With intent to harm)

If the Union violates any of these four DFR Standards, it may open itself up to an expensive lawsuit. The Union Steward must understand and meet these standards in their representation of unit members in order to protect the local Union from unwarranted legal action.

Fighting Against Discrimination

Title VII of the Civil Rights Act of 1964 protects minorities, women, and older workers against discrimination on the basis of age, race, color, sex, or national origin. This law has been interpreted to make harassment on the basis of sex a violation of the law. It is ultimately the employer's responsibility to provide a workplace free of discrimination and harassment. Sexual threats, insults, gestures, unwelcome touching, and even offensive pin-ups may constitute sexual harassment. The Union and its Stewards must advocate for victims of discrimination and harassment in order to:

- ▶ Uphold the principles of solidarity upon which the Union is built, and
- ▶ Protect the local Union from legal action if it does not fairly represent its members.

VII. ENFORCING THE COLLECTIVE BARGAINING AGREEMENT

One of the Business Representative's most important duties is to enforce the collective bargaining agreement. As the Union's eyes and ears on the job site, the Union Steward has a critical role to play in helping the Business Representative enforce the contract.

To help enforce the contract, the Steward should:

► **Identify Contract Violations:**

An effective Steward must be vigilant in spotting contract violations on the job. Occasionally, the Steward may identify potential violations before they occur.

► **Resolve Clear Violations:**

Whenever possible, the Steward should bring contract violations to the attention of the contractor and the Business Representative in a professional manner. This is often all it takes to correct a contractual problem.

► **Alert the Business Representative:**

If a contract dispute is not easily resolved or involves a clause that is particularly difficult to understand, the Steward should call the local Union office. **When in doubt, contact the Business Representative.**

VIII. PROTECTING THE BROTHERHOOD'S JURISDICTION

The Steward should help the Business Representative protect the Brotherhood's jurisdiction. Stewards should always be active and persistent in protecting and securing our member's work.

Unfortunately, jurisdictional disputes have often undermined the competitiveness of Union contractors. Therefore, the Steward should avoid disruptive actions that interfere with productivity. Under no circumstances should Stewards engage in or encourage others to engage in efforts to protect the jurisdiction that may be in violation of the contract and/or the law.

To help protect our jurisdiction, the Steward should:

► **Identify Potential Disputes:**

A vigilant Steward should recognize potential encroachments on the local Union's jurisdiction before work is assigned. In this way the Business Representative can pursue legitimate claims before, rather than after a work assignment.

► **Gather Relevant Information:**

In order for the Business Representative to effectively pursue legitimate claims, they need reliable and timely information about the nature of the work to be assigned and the competing claims to that work.

► Remember the “Five W’s”:

What work assignment?

Where is the work to be done?

When is the work to be done?

Who is claiming the work?

Why should the work belong to the Millwrights?

► **Contact the Business Representative:**

The Steward’s duty is to keep the Business Representative informed in a timely fashion. The Business Representative, not the Steward, is ultimately responsible for protecting the Brotherhood’s jurisdiction. If the Steward has any questions about what the local’s proper jurisdiction is, **contact the Business Representative.**

IX.

HEALTH AND SAFETY ON THE JOB SITE

The Brotherhood works to promote health and safety for its members in an industry that is among the most dangerous in North America. It is the employer's ultimate responsibility to provide a workplace free of health and safety hazards. But that obligation is complicated by the fact that we generally work on multi-employer job sites where no single employer wants to be responsible for overall health and safety.

The Union Steward has a critical role to play in identifying and helping to resolve potential job site hazards. The Stewards should:

- ▶ Become familiar with OSHA, the law, and construction industry safety standards.
- ▶ Identify job site hazards before harm is done.
- ▶ Gather all relevant information about a job site hazard and determine if **imminent danger** is involved.
- ▶ Inform members of the nature of any serious hazard.
- ▶ Advise members of their right to refuse work assignments only if **imminent danger** is involved.

- ▶ Report all jobsite safety violations to the contractor supervisor.
- ▶ **Alert the Business Representative** when confronting a serious job site hazard and a contractor unable or unwilling to resolve the problem before harm is done.
- ▶ File safety violation grievances under the Business Representative's direction to resolve difficult job site hazards and to build a case for a willful violation of OSHA standards.
- ▶ Respond to safety and health problems only in ways that are clearly consistent with the law and the contract. **Whenever in doubt, contact the Business Representative.**

Workers have a limited and conditional right to refuse unsafe work. Such workers should volunteer for another job assignment and immediately request an OSHA inspection.

Before refusing unsafe work:

- ▶ There must be a reasonable belief, based on available information, that a real danger of serious physical injury is present.
- ▶ The danger is so great that refusal is necessary even before an OSHA inspection is conducted.

X. PICKET LINES

Because the Union Steward is an agent of the Union, their actions in dealing with picket lines could cause the Brotherhood serious harm. This is especially true because our members are employed on multi-employer job sites, where another Union may picket against an employer with whom the Millwrights have no direct dispute. Most collective bargaining agreements include strict no-strike clauses, prohibiting the Union from supporting such work stoppages.

The Steward should not encourage members to honor the picket lines of other Unions once the lines are set up, especially if such action violates the contract or the law, unless specifically directed to do so by the Business Representative.

But a Union Millwright should remember the following:

- ▶ Union members have the right not to work behind any picket line. Union members have the right to decide for themselves whether to walk off a job being picketed. Union members understand that if another trade is under attack, the UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA could be next!

- ▶ Union Members know that a two-gate system means that picket lines can only be set up on the gate that the picketer uses. Even if our members use an alternate gate the member has the right not to work, no matter how many gates the employer sets up.

When honoring a picket line, all Union members should remember:

Union officials, including Business Representatives and Stewards,

- ▶ Avoid being drawn into conversation with anyone at the job site.
- ▶ Read the picket signs and leave the job site.

are legally prohibited from giving advice pertaining to a jobsite picket line. They can only inform members if the picket line is authorized.

Stewards should remind members that the Union movement is built upon the principle of labor solidarity. Some say, “if we don’t hang together, we will hang separately.”

APPENDIX

Important Phone Numbers

Record important phone numbers in this section and make them available to Millwrights upon request.

1. Local union office: _____
2. Police Department: _____
3. Fire Department: _____
4. Rescue Service: _____
5. Construction industry accident hot line: _____
6. Nearest hospital emergency room: _____
7. Job site office: _____
8. Contractor's office: _____
9. JATC office: _____
10. Benefit fund offices: _____
Health _____
Pension _____
Annuity _____
Other _____

NOTES

NOTES

LOCALS

LOCAL 216

Russellville Office

1407 S. Knoxville
Russellville, AR 72802
Phone: 479-967-0639
Fax: 479-967-5878

Little Rock Office

3920 Wall St
Little Rock, AR 72209
Phone: 501-562-1360

OKC Office

3908 Tulsa Ave
Oklahoma City, OK 73112
Phone: 405-602-3076

LOCAL 729

8875 Greenwell Springs Rd.
Baton Rouge, LA 70814
Phone: 225-926-5133
Fax: 225-926-5188

LOCAL 1421

1901 Susan Drive
Arlington, TX 76010
Phone: 817-640-8825

LOCAL 1000

9711 U.S. Highway 92 East
Tampa, FL 33610
Phone: 813-626-1119
Fax: 813-621-4782

LOCAL 1554

Nashville

1811 Air Lane Drive
Nashville, TN 37210
Phone: 615-874-8591
Fax: 615-874-8597

LOCAL 1192

Birmingham Office

201 Oporto Madrid Blvd. North
Birmingham, AL 35206
Phone: 205-836-6734
Fax: 205-838-0834

Chattanooga

4129 Hixson Pike
Chattanooga, TN 37415
Phone: 423-892-5282
Fax: 423-892-3314

Mobile Office

53 Midtown Park West
Mobile, AL 36606
Phone: 251-479-1415
Fax: 251-479-4808

LOCAL 2232

2151 Alabama Street
Pasadena, TX 77503
Phone: 713-649-0333
Fax: 281-241-3114

LOCAL 1263

Kennesaw

1539 McCollum Parkway
Kennesaw, GA 30144
Phone: 770-795-1263
Fax: 770-795-0163

LOCAL 2411

4000 Union Hall Place
Jacksonville, FL 32205
Phone: 904-387-2070
Fax: 904-387-2099

Augusta

802 East Martintown Rd., Suite 412
North Augusta, SC 29841
Phone: 803-599-5937

SOUTHERNSTATESMILLWRIGHTS.ORG

TRAINING CENTERS

LOCAL 216

Russellville Office

1407 S. Knoxville
Russellville, AR 72802
Phone: 479-967-4240
Fax: 479-967-5878

LOCAL 729

Baton Rouge Training Center

8875 Greenwell Springs Road
Baton Rouge, LA 70814
Phone: 225-927-6176

New Orleans Training Center

2850 Massachusetts Ave.
Metairie, LA 70003
Phone: 225-927-6176

LOCAL 1000

9711 U.S. Highway 92 East
Tampa, FL 33610
Phone: 813-620-0175

LOCAL 1192

Moss Point

7600 Highway 63
Moss Point, MS 39563
Phone: 251-295-6316
Fax: 228-475-2206

Pelham

100 Commerce Drive
Pelham, AL 35124
Phone: 205-685-9031
Fax: 205-685-9033

Florence

4300 Helton Drive
Florence, AL 35630
Phone: 256-760-3197
Fax: 256-760-3198

LOCAL 1263

Atlanta

3500 Atlanta Industrial Drive
Atlanta, GA 30331
Phone: 678-553-4701

Augusta

3025 River Watch Parkway
Augusta, GA 30907
Phone: 706-625-1040

Kennesaw

1539 McCollum Parkway
Kennesaw, GA 30144
Phone: 706-625-1040

Savannah

40 Telfair Place
Savannah, GA 31415
Phone: 706-625-1040

LOCAL 1421

Arlington Training Center
1901 Susan Drive
Arlington, TX 76010
Phone: 817-640-8825

LOCAL 2232

5500 Spencer Hwy.
Pasadena, TX 77505
Phone: 713-641-0275

LOCAL 1554

Nashville

161 Green Street
Nashville, TN 37210
Phone: 615-256-2822
Fax: 615-256-2822

Chattanooga

6136 Airways Boulevard
Chattanooga, TN 37421
Phone: 423-892-5282
Fax: 423-892-3314

Oak Ridge

1005 Floyd Culler Court
Oak Ridge, TN 37830
Phone: 865-481-0466
Fax: 865-481-6066

Memphis

5071 Wilfong Street
Memphis, Tennessee 38134
Phone: 615-256-2822

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