



Southeastern Carpenter

INAUGURAL ISSUE

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Serving Alabama, Georgia, North Carolina, South Carolina, and Tennessee

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Savannah Construction Industry Icon Meddy Settles Retires

It's tough to talk about the Savannah construction community without the name "Meddy Settles" popping up.

Meddy, a well-respected construction icon, retired recently. He leaves behind a template for the ultimate union carpenter and construction professional, not just in the Savannah and Georgia construction markets, but also across the southern United States and throughout the United Brotherhood of Carpenters.

A look back on his 38-year career reveals a true southern gentleman who is dedicated to the union carpentry profession; and a leader who established and then achieved his goal of helping fellow members of the UBC to be successful as well.

Meddy joined Brunswick, Georgia Local 865 in 1984 as a carpenter/pile driver apprentice. He was a journeyman and officer of the Local when it turned into Local 256 in 2004. During that time, he became a well-rounded general carpenter, ranging from scaffold forms to trim and finish.

"I was fortunate to work with extremely talented fellow members who helped me hone my skills," he said, citing projects such as Savannah River Site, King's Bay, Plant Hatch, Brunswick Paper Mill, and nuclear plants in Mississippi as keys to building

his carpentry expertise. Often, he held posts as foreman, general foreman and superintendent.

In those early years with Local 865, Meddy served as Delegate, Vice President, and President. After working with his tools for 13 years, he was hired as an Organizer in August of 1997 and promoted to Business Manager just two months later. It's those posts as Local 256 Business Manager, President, and Delegate where he served until his final day of work.

Meddy also rose through the ranks for the Southeastern Carpenters Regional Council (SECRC), which oversees 10 Locals in five states, including LU256. He began as Warden but rose to Vice President and then President in 2015 – another post he served until retiring. During his tenure, the SECRC absorbed the former Mid-South Carpenters Regional Council, adding Tennessee and Alabama to the existing SECRC roster of Georgia, North Carolina, and South Carolina.

"I've seen a lot over the years, but the merger was important for me to help execute well," Meddy said. "I did my very best to make our new brothers and sisters feel welcome and part of the Council. I took it as a job that not just needed to be done but was also the right thing to do."

"I feel the Council is in great shape and on the best footing it could possibly be. EST Tom Jenkins is one of the hardest workers I've ever been around," Meddy added.

Meddy's knack for leadership was ignited just five years into his UBC career. As a young Local Union VP in 1989, he attended his first UBC conference, where he met members of the UBC's Executive Board. "That was my first taste, but I knew that's what I wanted to do. To help my fellow members."

Meddy continued to take any opportunity to pursue his goal, including learning the COMET organizer training program 1994 and then becoming a COMET instructor.

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25 YEARS



SECRC Celebrates a Quarter Century of Success

Back in 1997, the movie Titanic dominated theaters, a gallon of gas cost \$1.38, and the Southeastern Carpenters Regional Council was established.

25 years later, the SECRC represents more than 6,000 professional carpenters and consistently achieves annual growth in both work hours and membership. Work is plentiful, training programs are busy, and out-of-work members are at an all-time low.

"I couldn't be prouder of this organization and the people behind it," said Tom Jenkins, Executive Secretary-Treasurer of the SECRC. "Every day, in each of the five states we represent, we are working diligently to give our members a great quality of life by keeping them employed with partner contractors who also support our efforts. This is an outstanding Council, and I am honored to be a part of it."

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Members Help Georgia State Lawmakers Pass Misclassification Bill to Fight Tax Fraud

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Meddy and EST Tom Jenkins



Former EST Larry Phillips, Meddy, and EST Jenkins

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Around the Council



Hello brothers and sisters:

Your council enters 2023 in excellent condition for work opportunities for members, thanks to a consistent team effort among staff, membership, member leaders, and partner contractors.

We rebounded well from 2020's Covid challenges, logging 7.2 million work hours in 2021, about 500,000 more hours than 2020's 6.7 million.

The Council set and far outpaced a goal to increase Interior Systems hours in 2022 by 15 percent. We surpassed that goal halfway through the year by passing the one-million-hour mark. In comparison, we logged 642,000 IS hours in 2020 and 974,000 IS hours in 2021.

Membership is also steadily increasing. We saw modest gains in 2021. In 2022, we crossed the 6,000 members mark. As of the Fall of 2022, we gained more than 5% in membership, and we are adding more members everyday. And, more members means more contributions to our retirement funds. I am also happy to report that both the Mid-South and Southeastern health and welfare funds are healthy and well-funded.

The job outlook for 2023 will focus heavily on interior systems projects in Tennessee and Alabama. Industrial scaffolding will continue to be in demand in Georgia, and the Carolinas are making incredible progress in securing work in the Charlotte and Raleigh-Durham areas for scaffolding, interior systems, and flooring. The Council is also making strides in the solar, roofing and healthcare construction markets.

Another Council goal is to keep members informed at the highest levels. This first edition of the Council newsletter is meant to give you and your family a summary of activities and a snapshot of how your Council is meeting its overall mission to serve its members, keep them working, and put them on a path to achieve a great career and good quality of life.

The best way you can help your Council continue on this upward trajectory is to stay informed. I urge you to go to your Local Union meeting, talk regularly with your Business Manager, volunteer for political activities, and follow us for news at southeasterncarpenters.org and our social media pages (@secarpenters).

I look forward to a great 2023 with each of you. Be safe at all times, and thank you for your continued hard work and dedication on the jobsite and in the Union Halls, everyday.

Yours in solidarity,

Thomas H. Jenkins, EST

Continued from Cover: SECR Celebrates 25 Years

In addition to the many membership service programs that the SECR has launched over the past 25 years, the Council operates a robust political program, which recently got the Georgia state legislature to pass a Tax Fraud and Worker Misclassification bill with overwhelming bipartisan support (see page 5). The Council also provides access to leadership development for its members and supports an active Sisters in the Brotherhood Program.

UBC Southern District Vice President Dennis Donahou said: "I offer to each and every member, staff, officer, and delegate a sincere congratulations on your Council's 25th anniversary. I believe your success is due to strong leadership, staff, officers, and an active membership. And what makes everything come together is a dedicated group of delegates. It's clear that you have the people and the programs in place to make your future very bright for the next 25 years."

Executive Officers:

Thomas H. Jenkins, Local 283,
Executive Secretary-Treasurer

Dan Morris, Local 283,
President Pro Tem

Jeremy Tallent, Local 345,
Vice President Pro Tem

Raymond McCullough, Local 256,
Executive Committee

Victor White, Local 74,
Executive Committee

Brian Carter, Local 283,
Trustee

Calvin Garrett, Local 225,
Trustee

Rodney Graham, Local 74,
Trustee

Lloyd Hicks, Local 318,
Conductor

Billy McCall, Local 50,
Warden



Continued from Cover: Meddy Settles Retires

Talk of Meddy's work made its way to UBC leadership. He was invited to participate in the first CORE training in 1997, which taught members from around the country how to be a Representative and Organizer and how to work with people. He learned how to analyze a project, determine the best fit for the Local Union, and how to organize a campaign.

As his career evolved, so did his responsibilities. Meddy became a member of the UBC International Paper and Pulp Committee and often taught at organizer training events at the International Training Center. Most recently, his work on an innovative new industry committee has set the standard.

The SECR is one of four Councils in the 11-state UBC Southern District, headed by Vice President Dennis Donahou. When DVP Donahou created the Nuclear Initiative Committee in 2016, consisting of Representatives from the four Councils who worked the nuclear outage circuit, he tapped Meddy as chairman. The Committee's goal: Use teamwork and mobility of resources to serve the Southern nuclear industry across the whole 11-state District.

"I've been involved in nuclear plants since my career started. I know the players and the plants, and how it works. I understand the various processes and the type of person the contractors were looking for. I was honored to be asked to chair the committee and it was my goal to make it the best it could be," Meddy said.

The NIC committee is now a template for how to meet collaborative goals. Business agents across the 11 states work well together. If a plant is short workers in any area, it is everyone's goal to fill it.



Meddy says his success is the result of countless outstanding leaders, mentors, and colleagues who crossed his career path, enabling him to learn crucial skills.

Meddy remembers when he was made Steward in 1986 at the King's Bay project, after just two years into his career. "My Business Agent knew I was like a sponge. He gave me a shot by putting me in a situation where I could excel."

He also remembers his high school shop teacher and his next-door neighbor, both union craftsmen, who pointed him to the carpenters union.

His advice for his brothers and sisters: "Talk to anyone at any time, at a ball game or the grocery store - anywhere. If you see a fellow carpenter, show them that being a carpenter is a part of your life. I tell them I would have nothing without the UBC."

His toughest challenge was as a new Business Agent. "The Local had no money, few members, and no office. Then EST Larry Phillips said, 'here are the keys, sink or swim!'; and I accepted that challenge with open arms. After all, there was a lot at stake. I wasn't going to let a 100-year charter that was signed by Peter J. McGuire come off the wall."

Meddy went to a lot of meetings. He organized 40 people with the Savannah Housing Authority. He met legislators and became politically active. Soon, the Electricians Union offered Meddy an office.

Glynis Settles, Meddy's wife, is a member of Local 256. She joined while providing clerical help for her new Business Agent husband. Meddy, his wife, and their young son, Garrett, also made house calls as a family. Meddy talked to the member, Glynis talked to the wife, and Garrett played with the kids. In 1999, their efforts were featured in the UBC's Carpenter Magazine! In fact, Union membership is a family thing: Meddy's late son, Garrett, and Meddy's brother-in-law are both UBC journeymen millwrights.



Meddy's father-in-law and brother-in-law are union tradesmen.

The project that Meddy says got Local 256 back on the path was the St. John's Cathedral restoration in Savannah. "Biggest job ever secured. Largest Catholic Church in Savannah. Extremely difficult work that included hand-made trim, and our members got to do it."

At the finished site's ordination, Monsignor O'Neil asked his "union carpenter brothers" to stand and be recognized. "That was a proud moment. Not just for me, but for our Local and the UBC."

Most recently, Meddy was crucial in securing the Savannah Arena project. The City of Savannah started work on a \$61 million arena by using only non-union workers in September 2019. Two months later, The Local 256-supported Mayoral candidate won and within 90 days, the first Local 256 member began working on the arena. Soon, 103 more Local 256 members joined the project, and six new contractors became signatory to the UBC.

Today Local 256 has 500 members, it owns a 3-acre plot of land and the building that sits on it, and it has a thriving apprenticeship program. And the Peter J. McGuire-signed charter still hangs on the wall.

"I left Local 256 better than I found it with the help of fellow staff, the e-board and membership," Meddy said. "I've tried to build a relationship with every contractor I met, union or nonunion. I wanted them to know we were there to help and supply their needs. They knew I would be polite, but diligent."

Meddy can be found these days encouraging a large following on LinkedIn with inspirational posts about leadership. Or he is in his woodshop or helping Glynis remodel vintage homes.

Regardless of where he pops up, you can be sure that he will always greet you with a smile, a handshake, and a word or two about how being a UBC carpenter gave him a wonderful life.

Comings and Goings

Welcome to new Council Representatives

1 Raymond McCullough (Savannah Local 256),
2 Fabian Lopez and Leonardo Auriolos (Memphis Local 345), Rodrigo Garza (Charlotte Local 312), and
3 Jeff Tucker (Florence Local 1209), and Council Office Manager Amy Wills (not pictured).

Best wishes on the recent retirements to Council Representatives Tim Burns (Local 1209) and Miguel Reyes (Nashville Local 223) and Council Office Manager Margarette Hampton.



TRAINING REPORT

Atlanta Training Center Open House Gives a Look Inside Union Carpentry

Hundreds of potential union carpenters took a long look at the Atlanta Training Center during an open house for local high schools in the area. In addition, the event attracted lots of contractor employers and civic and political leaders. Showcasing our training is a great way to attract new partners and members. Take a look at our highlight reel. [Click here](#)



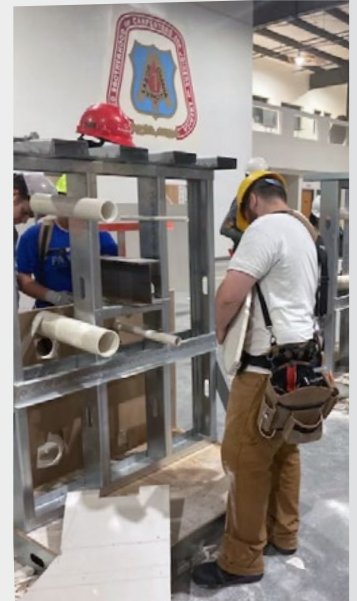
New Training Center Taking Shape in Nashville

A \$5 million, 25,000-square-foot training facility will soon be open for business in LaVergne, Tennessee, a suburb of Nashville. The Mid-South Training program set up a progress page on its website to track the project, including a link to a camera that takes real-time snapshots of the project. [Click here](#) to check everything out!



Infection Control Strategies in Construction Work Taught to TN Hospital Pros

Staff from the Mid-South Carpenters Training Program and the Southeastern Carpenters Regional Council teamed-up in Nashville to present an Infection Control Risk Assessment (ICRA) Construction Training for 71 infection preventionists and facility/plant operations leaders from the Tennessee Hospital Association (THA). Hospital staff from 33 hospitals across Tennessee received the training, which covered communication, awareness, protocols, and safety during healthcare facility construction projects. The point of ICRA is to protect patients, visitors, staff, and construction workers from potential harm associated with construction. The 8-hour training program was led by Jay Schuelly (pictured, light blue shirt), an instructor with the Mid-South Carpenters training program.



Interior Systems Bootcamps Give Carpenters Crash Course and a Career Path

We are hosting a series of four-week Interior Systems Bootcamps to get new carpenters trained and into apprenticeship so they can get onto jobsites as quickly as possible. Oak Ridge, TN Local 50 launched the program. Atlanta, Nashville, Chattanooga, Florence and Memphis followed their lead. Contractors not only love the plan, but are hiring these new carpenters as fast as we can train them. Take a look at our Camp in Atlanta. [Click here](#)

Stay Ready. Stay Trained.

We offer a big shout-out to the many men and women who work hard to make the apprenticeship and journeyman skill-enhancement training programs throughout our Council an outstanding service. Visit their websites and see what we're talking about:

Southeastern Carpenters Training Trust Fund is at [SECTT.net](#).

Mid-South Training Trust Fund is at [MSCRCTT.org](#).



Members Join Together to Support Carpenter-Friendly Candidates

A sincere thank you to the many members who volunteered to help the SECRC support union carpenter-friendly candidates in the recent elections. We scored wins and losses in each state, but the important point is the amount of teamwork displayed by our 212 Journeymen, 300-Hitters, 3rd Year Apprentices, Sisters in the Brotherhood, rank and file members and staff volunteers.

The UBC identified Georgia as a targeted state and the SECRC delivered. For the general election, 102 volunteers stuffed envelopes, worked the phone banks, and canvassed more than 700 doors in Atlanta, Augusta & Savannah with the Georgia AFL-CIO. For the runoff election, 114 volunteers continued the envelope stuffing and phone banking, and then canvassed again in Atlanta, Augusta, Savannah, Rome, and Brunswick to more than 1200 union member doors.

The SECRC volunteer reward system was also in full swing, and Political Director Brett Hulme delivered gift cards of \$100 and \$250 to several members who logged the required number of activities to qualify for the reward. Congratulations to: (\$100 gift cards) **1** Tammy Tatum and Lamel Diggs, Local 225; **2** Sean Pressburg, Local 256; **3** Charles Hodge, Local 283; **4** John Naas, Jessica Tollison and Christina Herrera, Local 283. **5** A special congrats to our \$250 gift card winners, Local 283's Jessica Tollison and Charles Hodge.

Thank you to every SECRC member who volunteered their time and talents to our political activity. You really made a difference!



InformedCarpenter.com Focuses on Council Political Action

InformedCarpenter.com is a new website dedicated solely to providing information to members regarding politics. "We want to give members every tool possible so they can educate themselves on issues and make informed choices at the ballot box for federal, state, and local races," said SECRC Political Director Brett Hulme. Explore this excellent resource. InformedCarpenter.com

Georgia Carpenters Help State Lawmakers Pass Misclassification Bill to Fight Tax Fraud

It took 10 years to educate Georgia lawmakers about the harmful effects of Tax Fraud, but the outcome was outstanding! Legislators nearly unanimously voted to enact an aggressive Tax Fraud law - GA HB389 - designed to level the playing field for honest, law-abiding contractors, which, in turn, keeps Carpenters working.



The Southeastern Carpenters turned up the heat in the last five of this 10-year endeavor, successfully working with a Republican-majority House, Senate, and Governor's office to lobby for support of HB389. Political Director Brett Hulme teamed with legislators to create the bill's initial language and then increased knowledge about the tax fraud issue in Georgia through individual meetings. Members from Atlanta Local 225, Savannah Local 256, and Augusta Local 283 held frequent in-person "Lobby Days" at the Georgia Capitol to educate legislators on the importance of HB389.

First, the Georgia House passed HB389, 162-6. On the last day of the session, Georgia Senators passed the bill with revised language by a unanimous vote of 54-0. With just 25 minutes left before the session closed and the bill died, House legislators agreed to the Senate substitute language and passed the bill, 155-12. Governor Kemp then signed HB389 into law!

The new law helps stop employers from misclassifying workers as independent contractors rather than employees. The Georgia Department of Labor found more than 276,000 workers are misclassified in Georgia every year. By classifying a worker as an independent contractor, three harmful situations occur:

1. The employer avoids employee benefit costs, which exploits workers by denying them workers compensation and other protections, including the expectation of getting paid.
2. The employer avoids paying employee taxes. From 2016-2019, Georgia DOL audits found more than \$275 million annually in lost revenue from uncollected taxes from cheating contractors.
3. Contractors who commit tax fraud save enough money to submit 30% lower-priced bids on projects, which creates an uneven playing field against competing contractors.

Many thanks to the years of hard work that our members contributed to help keep the Tax Fraud issue in front of legislators. Persistence and positivity paid off. Well done, brothers and sisters!



Podcast Features Local 225's Business Rep to Talk Tax Fraud

Daniel Hicks, Business Representative for Local 225, recently appeared on America's Work Force Union Podcast to discuss the efforts of his fellow brothers and sisters in Georgia to push for the passage of a tax fraud bill aimed at reducing worker misclassification in Georgia. Check out the podcast by [clicking here](#).

Hundreds Join Memphis Local 345 and Nashville Local 223 for Auto Plant Work

We partnered with our neighboring brothers and sisters from the Indiana Kentucky Ohio Regional Council to fill incredible manpower needs for three, multi-billion-dollar auto plant projects in Tennessee and Kentucky. The projects are underway and will last into 2025. Cross training, joint organizing, community

outreach and advertising combined to meet 100% of contractor needs. In all, SECRC saw a 20% increase in working members for Locals 345 and 223. Our reputation is getting noticed! This is a quote from our employer, Barton Mallow: "If other crafts can't man the work, don't worry, the carpenters will do it."



Local 1209 Apprentices Earn "Team of the Month" Honors

Work ethic. Attitude. Job safety. Three attributes that, when demonstrated, earn an "employee of the month" award by Holder, a general contractor working on a major jobsite in Huntsville, Alabama. But these first-year apprentices from Local 1209 joined together to be named "Team of the Month" because of their collective work for Valley Interior Systems, a subcontractor for Holder at the jobsite. Congratulations to Tim Montgomery, Jose Gaspar, Karlee Arreola, Jonathan Vargas, Skyler Scott, Gabriel Pozo, Dalton Fitzpatrick, Dillon Fitzpatrick, Devin Wilson, and Austin Kelly. Keep up the great work, everyone!



Local 256 Sisters Help Kids Get Back to School

A big shout out to Savannah Local 256 Sisters In The Brotherhood members Wendy McLeod, Angela Edenfield (Local 256 SIB Committee Chairwoman) & Michelle Smith for stepping up to help get kids back to school with needed supplies. These ladies volunteered at the Savannah Regional Central Labor Council booth at Heart Festival: Back to School edition and helped distribute school supplies to more than 300 kids. The booth provided composition books for kids and child safety kits to parents. Well done, Local 256 sisters!



Locals Around the Council Step Out in Unity for Labor Day

SECRC members were out in full force over the Labor Day holiday to represent the Council, the UBC, and their Local Union...

- Congratulations to Florence, Alabama Local 1209 for winning first place in the float category at the Shoals Labor Council Labor Day Parade!
- Special thanks to Charlotte, NC Local 312 for sponsoring the face-painting booth at the Charlotte Central Labor Council's Labor Day event.
- Thanks also to members and families of Local 223 in Nashville and Local 318 in Pelham, Alabama for doing a great job representing union carpenters by participating in their town's Labor Day Parade.
- Savannah Local 256 carpenters participated in the Savannah Central Labor Council's Labor Day event and met with many political candidates to talk about carpenter issues.
- And over in Augusta, over 300 Local 283 members and their families attended a Family Fun Day at a local entertainment facility.

We have many more photos of SECRC members and Labor Day 2022 in our photo gallery.

[Check it out](#)



Oak Ridge Local 50 Maddy Patrone Makes Her Mark

Maddy Patrone is a rising star at UCOR. The company featured her in their Workforce Spotlight video.

[Check it out](#)

We Honor Our Fallen Brothers and Sisters

Please visit our web page that honors those SECRC brothers and sisters who have passed away. [Click here](#)



Local 256 Carpenters Get it Done at the Savannah Arena Project

What started as a non-union project to build a new arena in Savannah became host to more than 100 union carpenters from Savannah Local 256 and six new UBC signatory contractors. Thanks in part to Council political action, a union-friendly Mayor was elected and got the first union carpenter onto the jobsite within 90 days and we never looked back from there.



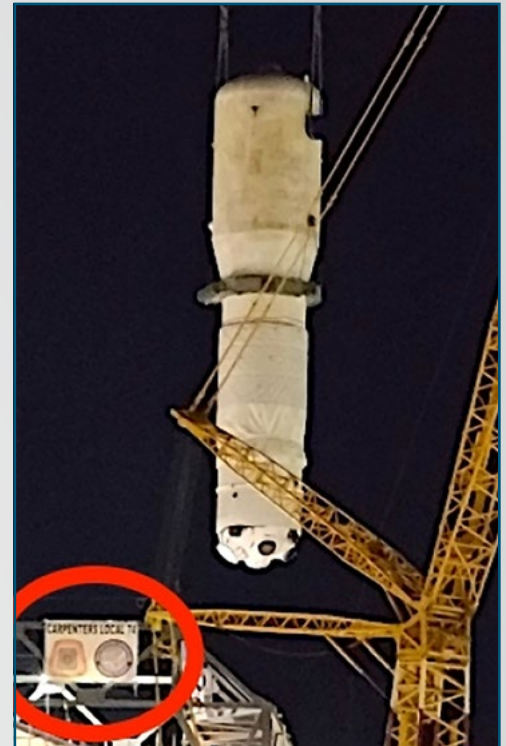
These Brothers and Sisters are True Leaders

Congratulations to a special group of Southeastern Carpenters who recently graduated from the highest level of member leadership training that the UBC offers! The 212 Journeymen: Next Level UBC Leaders program focuses on Journeymen Leaders who have committed to utilizing the skills learned in UBC Journeymen: Building Leadership for a Strong Future program and embraced the characteristics of a Transformational Leader as active members of the UBC workforce. We are incredibly proud of these brother and sister 212 Journeymen: Billy Baskins, Phillip Bell, Nathan Chalker, Arlon Cloer, Robert Esterbrook, Stephen Evans, Moses Foster, Fred Gilliam, Jonathan Green, John Hall, Kimberly Hamner, Daniel Harris, Jeremy Harvey, Michael Haynes, Danny Helton, Joel Hutchinson, Joshua Kight, Michael Massengill, Marc Moore, Daniel Morris, Antwon Palmer, Christopher Reese, Juan Roque, Karl Stevens, Tracy Stewart, and Danny Wood.



Augusta Volunteers Build Life Jacket Loaner Stations

Many thanks to Augusta Local 283 brothers and sisters for building four life jacket loaner stations for the U.S. Army Corps of Engineers. The effort was part of National Public Lands Day held at Thurmond Lake. The Corps will use these life jacket loaner stations at various spots around the lake for people to access for free. Helping in this community service were (left to right): Park Ranger David Quebedeaux; Savannah Training Center millwright instructor Jessie Patterson; Dan Morris, Augusta Carpenters Local 283 Business Manager; Park Ranger Charlie Fenwick, Local 283 member Sharon Brown; Logan Brown, Eastern Region Director of the Southern States Millwright Regional Council; and Trevor Brown.



Local 74 Represents at Watts Bar

Here's a big shout-out to members of Local Union 74 for their great work at the Watts Bar steam generator change out in Tennessee. More than 200 UBC members are working on this project, building scaffolding to cut the holes in containment around all four steam generators. These talented brothers and sisters made sure their presence was known! In the photo, check out the Carpenter banner in the background. The members say it's the biggest of any craft on the project. Keep up the great work, everyone - and keep that banner waving!

Your Life Matters. We Can Help.

These are tough times, and all of us are under pressure. The SECR wants to help. We've set up an Employee Assistance Program in partnership with a group called Empathia to address matters of a personal nature. These may include financial concerns, drug or alcohol abuse, relationship issues or even questions about maintaining your wellness. The LifeMatters program is now available 24 hours a day, every day of the year. It's also available for your family. Call 1-800-634-6433.

LifeMatters®

Available 24/7/365

1-800-634-6433

mylifematters.com



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Visit our website at Southeasterncarpenters.org

Stay up to date on council activities via social media, @secarpenters.

Know Where to Go

The SECRC website is your home base for a host of information to help you get the most out of your union membership. We have a dedicated Member Resource page that provides access to reciprocation forms, job postings, Mix 20/20 information, insurance and retirement resources, the Council scholarship information, online dues payments (for participating Locals), UBC history and bill of rights, and more. [Click here](#) to learn more.

It Takes All of Us

The entire country is looking for new construction workers. To keep our partner contractors staffed with excellent manpower, we need a pipeline of apprentices and non-represented existing carpenters to join us. It takes all of us. If you know of someone who would be a good addition to the SECRC, direct them to NailMyCareer.com!