Features

UA Local 469 Sponsored Grant Park Youth Basketball Tournament. .................................................. 12
League of Cities and Towns: Promoting Responsible Contracting. ............................................. 14
Anti-Union Legislative Update. ................................................................. 16
In the community: Girl Scouts Merit Badge. ................................................................. 17
Training Center Team Working Together to Manage Growth. ................................................... 18
Contractor Profile - Hayes Mechanical. ................................................................. 22
Fishing Tournament 2017. ........................................................................ 24
Health Fair 2017. ................................................................. 26
Keeping Beneficiary Information Updated. ................................................................. 27
UA Local 469 Member Picnic 2017. ................................................................. 28
Widows Breakfast 2017. ................................................................. 30

Departments

Business Manager Report – Aaron Butler. ................................................................. 3
Political Report – Israel Torres. ................................................................. 4
Growth in Southern Arizona – Mark Gallego.................................................. 6
Protecting our Market Share During the Boom – Rick Hudson. ...................... 7
Building a Better Community – Mel Ingwaldson. ........................................ 8
Contractors Keeping Our Members Busy – Larry Savage. ................................ 9
The importance of Organizing for Business Development – Josh Wakeham. ........ 10
Outdoorsmen. ................................................................. 32
Member News. ................................................................. 34
Upcoming Events. ................................................................. 36
The 469 business development strategy included diversifying our work. We are no longer dependent on just one big project. In fact, the Local has diversified its work so much that our training center is running at full capacity, and we are exploring building a new training facility in Tucson. Even as members return from out of state, we are challenged to keep up with the demand. To maintain the momentum, we must continue to expand our scope of work, as well as our membership.

Diversity of Projects

Our focus on smaller scale projects has been critical to our success. Just a few years ago, our presence on smaller scale projects was almost non-existent. After talking to various members about the opportunities these projects could offer, UA Local 469 began exploring partnerships with contractors interested in working on them. Not only are these projects becoming a larger portion of our business, but they are also a great place for apprentices to learn the trade.

These diverse projects also give us the opportunity to organize a portion of our competition’s workforce. Once these non-union workers see the difference a union can make, not only in the workplace but also in their lives, they are eager to join the Local.

Strategizing for Larger Highly Skilled Projects

Even as we incorporate smaller scale projects into our portfolio, we will always remain involved in larger, intricate technical projects. Projects such as those from Semi-conductors, Biopharmacies and Data Centers will always be a staple in our portfolio.

As Arizona attracts more high-tech jobs, we need to remain on the cutting edge of worker training to build and maintain their facilities. We demonstrate our value and secure our future every day by paying attention to detail, quality and safety.

Diversifying our project opportunities positions us for future success. Having more signatory contractors compete for projects of all sizes will strengthen our Local. We will continue to grow our membership to keep up with the increased demand. Although non-union contractors continue to make strides, we will work hard to maintain our market share and provide the most highly skilled and professional apprentices and journeyman for all plumbing, piping, and HVACR needs. We all have a stake in our standards of excellence to ensure our contractors have work into the future.

“We all have a stake in our standards of excellence to ensure our contractors have work into the future.”
The 469 PAC makes us stronger. During the recent economic downturn, our PAC continued its laser beam focus on jobs and political influence for our members. Our goal is to change the political environment in which our contractors bid and build. Our focus is to highlight the advantage to union contractors by showcasing the most professional and highly skilled workers they employ.

As the 469 PAC continues to build relationships at all levels of government, more opportunities arise. Engaging elected officials at events, such as the Arizona League of Cities and Towns and the 469 Legislative Lunch on the Lawn, build critical relationships that help the 469 PAC minimize work fluctuations in the future.

Further, the 469 PAC continues to work on building a competitive environment that allows our signatory contractors to bid on many diverse construction projects. The better the political environment for our contractors to submit bids, the more our 469 PAC can expand the work. With more jobs coming down the pipeline, we will continue to show what skilled labor can do.

Leveling the Playing Field

After decades of unions playing defense, the 469 PAC has continued to lead the way in leveling the playing field against non-
union contractors. We continue to lead by promoting responsible contractor ordinances (RCOs) at the local levels of government throughout the state.

Requiring contractors to meet criteria that protects taxpayers and their workers should not be a political issue. Unfortunately, non-signatory contractors have benefitted from this unfair playing field at the expense of workers for a long time. The anti-union forces are organized and working to stop our progress to use trained workers from becoming enacted across the state. Mandating that contractors are in good standing with the law ensures public trust. Requiring that subcontractors have the equipment and financial resources necessary to complete a project protects taxpayers’ investments. Making sure contractors pay their taxes and workers appropriately is not only beneficial to the government receiving the taxes, but to workers as well. Lastly, with the shortage of skilled labor in our state, requiring properly trained labor should be a priority.

**Upcoming Projects**

Arizona voters passed an $800 million bond for new county hospital centers last year. The critical time for us to get this work is rapidly approaching. The Maricopa Integrated Health Systems Board recently held community forums and many Local 469 members in attendance made sure to express the importance of building these hospitals with highly skilled labor. The 469 PAC is also working to secure an environment at the universities where our contractors can compete. Demonstrating the quality, safety and value of the skilled labor provided by Local 469 members solidifies these types of relationships and improves our chances to work on future projects.

If we continue to play offense instead of defense and stick to the vision of the 469 PAC, we will continue to level the playing field and create an environment in which working families can thrive.
GROWTH IN SOUTHERN ARIZONA

Mark Gallego
business representative

Southern Arizona has benefitted greatly from the growth of our local. Work has increased so much, that our brothers and sisters who had to work out of state when work was slow, are now back home. This has led to an increase in jobs and the local economy.

Close to 300 members are currently working in Southern Arizona with many more to come. Over the last year, 170 members have been working on the Banner Cancer Center and Banner University Medical Center in Southern Arizona. Plumbers who have a Medical Gas Installer certification and HVAC technicians are in especially high demand by our contractors working on those projects. Because of the continued growth, UA Local 469 is considering a training center in Southern Arizona to keep up with the demand from our contractors.

Recruiting New Members
UA Local 469 has recruited more than 50 apprentices from Southern Arizona this year alone. Currently, those apprentices are being transported to the Arizona Pipe Trades Apprenticeship Training Center in Phoenix. With the training center running at full capacity, the need to invest in our future is critical. With the constant shortage of highly skilled labor across our state and nation, we are ready to combat this problem head on.

We will continue to rely on fellow members to recruit apprentices by word-of-mouth, but alternative channels will multiply our efforts to recruit as many qualified workers into our union as possible.

We have a billboard located at the busy intersection of Speedway and the I-10 in Tucson to attract non-union metal trades journeymen during this statewide labor shortage.

New UA Local 469 Business Development Manager Josh Wakeham, who began only a few months ago, has already brought in 20 to 30 new metal trades journeymen during this statewide labor shortage.

Project Updates
Projects in Southern Arizona continue to grow with no sign of slowing down. We are anticipating work on projects like the new hospital in Benson, Tucson Electric Power and Davis–Monthan Air Force Base. Our recruitment efforts are crucial as we intend to keep up with demand. Intel alone will need between 2,000 to 3,000 pipefitters and plumbers over the next couple of years.

By diversifying our work and educating our workforce in a new training center in Southern Arizona, we have the perfect opportunity to grow our membership. Our signatory contractors can gain market share when they provide local highly skilled labor to general contractors for these upcoming projects. Investing in our future now will pay big dividends.

Banner University Medical Center project.
The year 2018 is looking as if it will be a very productive year for UA 469. We are seeing an uptick of semi-conductor plants, and it looks like it will be one of the bigger pushes we have seen in the last four years. There are going to be many good opportunities for our members and our contractors.

Work is good, and it is time to grow. We have already expanded our apprenticeship enrollment to the maximum level. We have also brought on a full-time business development manager in an effort to bring in qualified workers to Local 469. So why during this time of growth would we be worried about losing market share?

History has shown us time and time again that we, as members and contractors, tend to lose sight of one of the most important assets to us as a plumbing and piping union: that our market provides us with steady income, while other markets fluctuate. The market I am talking about is our street work. The illusion of growth in this market where all members are working might mask the problem of declining market share.

It is imperative that the officers and members of Local 469 do all we can to protect our work throughout the state. With copper prices increasing and Arizona’s population growing, more work opportunities will be become available statewide. If we as union members and contractors do not bid, obtain and place workers on these projects, we could possibly lose what we have established as prevailing wage work for our counties. By increasing our organizing efforts and vested members helping us, we can stop the loss of market share, and see it increase as a future resource of work for our members.

For the next few years in Arizona, the contractors that place qualified workers on projects will prevail. Not only is this true for the semi-conductor work, but for ALL work in the state. This will be a challenge given the number of employees it will take to cover all aspects of piping construction. With our increased market share and the organizing of journeymen and apprentices, we will be able to select work throughout the state that our contractors and members wish to preserve, and load this work with union members.

What can we do as individuals to help protect all market shares? Make certain that 469 staff the jobs! If you take a COM-1 call in town or in another county, stay as long as the contractor needs you to ensure we complete jobs on time and under budget. Try to prevent traveling to other jurisdictions, while work at home needs employees.

As a Journeyman, take all the classes you can to increase your certifications. Help each other out while working on projects in the entire state. Newcomers to the trades need assistance not only on the job, but also financially now and then, too. Contact good workers that are UA members from other locals and encourage them to come to Arizona for work.

There are many ways to protect our market share. The question is what will we do when the next major project comes along?

“What can we do as individuals to help protect all market shares? Make certain that 469 staff the jobs!”

Rick Hudson
business agent

PROTECTING OUR MARKET SHARE DURING THE BOOM

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As a UA 469 member, I know how important it is to have a good-paying union job and the positive effects it can have on you and your family; that is why it is important to me that young adults no matter their economic status, know they have other opportunities to succeed even if they decide not to pursue higher education.

In 2004, former Business Manager Mark Butler recommended I join the Yavapai County Youth Council. Within a couple of years, I was appointed Chairman, which allowed me to connect young adults from Yavapai County with summer jobs. Kids from low income families are selected to participate in the Youth Council’s Summer Job Program. Many of these youth have a juvenile arrest record or are, at the very least, experiencing difficulties in school.

The Summer Job Program has grown over the years, serving thirty kids this summer, which still is not enough to keep up with demand. Job opportunities vary from working with the pipe trades, police, firefighters and school administrators. Giving adolescents a sense of purpose while they learn a valuable skill can change these kids’ lives forever.

Not only are the kids benefiting from this program, but also their communities are seeing enhancements as well. Kids that were once getting in trouble with the police or at school are now working as school administrators or as police officers.

In the last two years as Chairman, I have seen Yavapai County grow from only having two apprenticeship programs to now having five apprenticeship programs. As the skilled labor shortage continues to increase across the state, we need to continue to find new and creative ways to inform high schoolers about the values of pursuing a career in the pipe trades.

Thirteen years ago I was asked by a fellow 469 member to volunteer in my community, and now I ask you to do the same. I know we are all busy, but helping even one person can make a big difference to that individual and our community.
CONTRACTORS KEEPING OUR MEMBERS BUSY

Larry Savage
Business agent

Welcome Everyone!

On to the plumbing side of things -- there is a lot of plumbing work going on in UA Local 469! We’d like to update you on the projects that our members are working on with the following contractors.

Bel-Aire Mechanical – They are still moving forward down in Tucson at the Banner University Cancer Center, ASU Bio Science Lab Building in Tempe, Cyrus One Data Center in Chandler, the Desert Diamond Casino in Glendale toward the end of this year, and other small projects.

Coleman Plumbing – They are finishing up on two different Wal-Marts; one was a New Build at Metro Center and the other was a remodel. They are also picking up work at the Ford proving ground and other small projects.

Southland – They are still moving forward on University Square Lofts and Apartments, 20- and 12-story buildings in Tempe.

Harder Mechanical – They are finishing up work at Mountain Shadows Resort (Plumbing Remodel) and Chaparral Commerce, with other small projects.

Hayes Mechanical – They are still moving forward on the Hampton Inn Hotel (14-story with future condos and buildings on site in downtown Phoenix), The Lofts at Westgate in Glendale, Water Mart (15-story condos at Tempe Town Lake), The Pier (two, 24-story high-end condos), Destiny Springs (a 2-story health care facility), finishing up Phase 2 of the SRP Main Building, and several other projects.

W.D. Manor Plumbing and Mechanical - They are still moving forward on the Banner University Medical Center (20-story hospital which continues into 2018), Honor Health/ John C. Lincoln and Honor Health/ Deer Valley (both of these facilities will be starting a cancer center and OBS). There are two Valley hospitals and a downtown high rise that will be initiating a cast iron DWV piping replacement and should go the end of next year or longer. They are also picking up more work at WL Gore in Flagstaff, with other projects in the pipeline.

These are just some of the contractors and piping projects with plumbing and mechanical that are ongoing and upcoming. We want to say thank you to all of our contractors for going after and being successful on these projects with many others to come.

Keeping Up on Certifications and Licenses
Are all your certifications and licenses current? With the work in the commercial areas and upcoming work, do not fall behind! Please check your certifications and code licenses to make sure they are all current. We will see a lot of Plumbing, Mechanical, Medical Gas, Soldering, Brazing and Welding coming up. Go online at www.ualocal469.org or contact Pipe and the Apprenticeship so you can stay on top of it and make yourself more employable in the future.
Hello, brothers and sisters. I would like to introduce myself as our business development manager for Local 469. I am honored and proud to represent our local and the UA in this exciting stage of growth.

When presented with this opportunity, I thought about the big picture of how I can do my part in growing this great union. I have enjoyed all of the benefits of being a member of Local 469, and now I am grateful to have the responsibility to spread the word and educate the unrepresented workers of Arizona. My ultimate goal is to share with our members all that is possible through our strong union.

The UA has put together a plan to train organizers all over the country on how and why we need to organize. After receiving some of this training, it is clear to me that this is extremely important, and only the beginning of our growth. I was recently in Oregon to take part in a UA organizing blitz and training program. The union instructors and lead organizers I met had many stories to tell of how we as a union have changed the lives of unrepresented workers by giving them the information, tools and support they need to make an educated decision on which path is best for them. Hearing how many lives are affected in this country by unfair labor practices and contractors taking advantage of workers solidifies my passion for our goals.

We also have the responsibility to our signatory contractors to man their projects with qualified workers. Without organizing new members into the 469, we will not be able to uphold this basic promise.

Still, we need our contractors’ help in organizing these workers to show them the way they should be treated and the rights that they deserve from their employers. It is a partnership between our union and our contractors to work together to build this nation the right way.

It takes everyone’s involvement to make organizing successful. We especially need the help of existing members and officers to welcome these newly organized members. Everyone has a right to be part of a union where they feel welcomed and supported. We need to show these new members that they are valued,
because we need them to sustain our success.

This summer the 469 organized a basketball tournament, with the help of UA Local 469 Journeyman Richard Holliday, to recruit local youth into our apprentice program. We raffled off prizes and awarded the winner a scholarship to the JATC. Community events such as these are critical to the success of our union and recruiting new members.

“Everyone has a right to be part of a union where they feel welcomed and supported.”

To continue to grow and improve we need to promote our training program to new members as the key to success in the changing times of our trade. Leading by example and showing our fellow members the importance of self-improvement is the best way to do this. Actions speak much louder than words.

The UA has given us the tools and information to work together and come up with a plan to grow our market share by organizing new contractors and new members. This will be extremely important while we emphasize job growth within our industry, and sustainable work for all of our members, new and old.

Another focus must be changing the negative stigmas surrounding unions. This is where we all need to work together and do our part as members, officers and contractors to show elected officials, general contractors and the general public what we’re really about. We cannot let fear of change hold us back from fully realizing our potential as a union.

I am very excited to come up with a plan, working closely with our Business manager, business agents, apprenticeship coordinators and membership on a strategy to grow this union with new contractors and new members. We need to continue to improve and grow this union through organizing and training for the generations that will surely follow us. It is our responsibility, and we will succeed. Once again, thank you for the opportunity!
469 GRANT PARK YOUTH B
ASKETBALL TOURNAMENT
UA Local 469 continues to be a leading presence at the League of Arizona Cities and Towns Annual Conference held this summer in Oro Valley. This year’s three-day conference attracted hundreds of key decision-makers from around the state, making the event a great opportunity for our leadership to connect and spread the message about the importance of high-quality construction and bringing well-paying jobs back to Arizona.

Throughout the conference, we made key connections with officials from Tempe, Glendale, Benson, Mesa and Tolleson, as well as with a number of state legislators.

Your 469 leadership will continue to build upon the positive relationships made at this year’s conference to increase our market share, promote our highly skilled workers, and bring good jobs and steady work back to Arizona.

Emphasizing relationships

We hosted the Arizona Pipe Trades reception, which had a tremendous turnout on the opening night of the conference. Your Local 469 leadership worked the room and built upon their positive relationships with elected officials across the state.
At our booth, we emphasized the importance of responsible contractors working on state and municipal projects. Our goal was to promote the high quality of our work and implement policies that will help increase our market share. Officials heard from us and saw how critical it was to spend taxpayer dollars wisely by investing in high-quality workers for city projects.

We also showcased technologies and the tools of our trade. 469 Journeyman Patrick Ramirez displayed AutoCad and Laser Scanning technology that displayed our craft’s cutting edge.

Representatives from Vern Lewis Welding Supply and Lincoln Electric demonstrated the virtual welder. Elected officials, conference attendees and cities’ youth delegates all had great fun exploring the machine and practicing their skills!

Local 469 will continue to collaborate with Arizona elected officials in order to create sound policies and lasting change. We let them know that our members build great things in this state, and in our cities and towns. And we promised to work alongside them to promote the best policies and practices for working families and our members.
LEGISLATIVE RECAP

Legislation introduced in Washington, D.C. in 2017 was openly hostile towards unions. Arizona Senator Jeff Flake and Congressman Paul Gosar led the charge. As unions have gained popularity in the United States, a handful of Republican legislators have introduced bills to eliminate Davis-Bacon and create national right-to-work laws. Fortunately, unions across the country, including UA Local 469, have been contacting their elected representatives to defeat these anti-worker pieces of legislation. UA Local 469 continues to provide a forum to contact our legislators. They need to hear from you. If you would like to be added to a Local 469 rapid response program for legislators, please email ArizonaPipeTrades469@TheTorresFirm.com. We will add you to the list to make your voice heard in Washington and locally. Our members have already sent hundreds of letters to elected officials and the opportunities will only grow larger.

Moving forward, the Local 469 PAC must continue to build relationships with legislators and help elect officials who support working families. We need to pass legislation that strengthens unions, instead of fighting against anti-union legislation. While we successfully fought bills directly targeting unions in 2017, all Local 469 members need to stay informed with what is being introduced. These anti-union bills could become law if we do not stay alert, voice our concerns and elect politicians that support labor.

Unfortunately, the following bills are just some of the awful anti-union legislation that the local was fighting in Washington.

• Arizona Senator Jeff Flake once again introduced the “Transportation Investment Recalibration to Equality Act” also known as S. 195 the “TIRE Act.” If passed, Senator Flake’s TIRE Act would repeal Davis-Bacon’s prevailing wage requirements for federal infrastructure projects. Flake’s bill would decrease the wages of hundreds of thousands of workers and devastate local economies. If the bill became law, workers could lose access to their health care and retirement benefits that are currently protected under Davis-Bacon. The Davis-Bacon Act ensures an ethical playing field that discourages contractors from submitting low bids at the expense of their workers. Under Davis-Bacon, the Department of Labor determines the prevailing wage in a particular region based on surveys of local wages and benefits. The Department of Labor figures are contingent on union and non-union contractors submitting data.

• Arizona Congressman Paul Gosar also tried to severely weaken Davis-Bacon with his amendment to H.R. 2810, the “National Defense Authorization Act for Fiscal Year 2018.” Congressional members came together to protect local community wage and benefit standards for construction projects that are federally funded. Congressman Gosar’s latest attempt to weaken or repeal Davis-Bacon was defeated 183-242 in the House of Representatives.

• Several Republicans introduced S. 1774 in the Senate and H.R. 2723 in the House. The “Employee Rights Act” would fundamentally change federal labor law. The bill would add more bureaucratic red tape by requiring unions to get written permission from members to opt-in instead of opting-out before using union dues for political purposes. This is a direct attack to weaken our PAC. The legislation would also require recertification votes if there is significant turnover within the union. This change would make unions waste their time and energy recertifying instead of protecting the rights of working families. If not recertified, the union could no longer represent workers during collective bargaining. The legislation would also greatly restrict union organizers from contacting workers looking to form a union. The bill also mandates that all union elections be federally monitored and increases the threshold that the union would have to win certification. Lastly, the bill would reverse the recent National Labor Relations Board decision to shorten the time period between election authorization and the vote to allow employers more time to run anti-union campaigns.

• Iowa Representative Steve King introduced H.R. 785, the “National Right-to-Work Act” this year to federalize the right-to-work laws we have here in Arizona. Expanding right-to-work to the entire nation would take rights away from workers while further rigging the system for employers.
UA Local 469 hosted the Playing with Fire and Plumbing Girl Scout merit badge event. We couldn’t tell who had more fun, our volunteers or the kids! Either way, Bill Brown, Gary Jordan, Chris Van Kirk, Rebecca Field, Mike Henrichson, Jeanne Stewart and a ton of other volunteers deserve a huge thank you!

We also had 15 high school students from the EVIT welding program volunteer their time for the Playing With Fire portion of this great event.

Thanks to all who participated!
What do you do?

Often a member will ask me “what exactly do you guys do over at the apprenticeship?” I sarcastically wish to reply with tee times, video games and three-martini lunches; but more often than not the member is being sincere and genuinely wants to know what their money is being spent on, and I owe them an honest answer. So I thought this might be a good opportunity to share some of the responsibilities of the staff at the UA 469Training Center.

Coordinators

Paul Delaware (Plumber Coordinator), Jeff Collier (Steamfitter Coordinator) and Tim McGann (Full-time welding Instructor) have a multitude of responsibilities, but first and foremost they are mentoring their respective apprentices and acting as a resource for the instructors. Paul’s primary duty beyond this is to order and maintain all tools and materials needed for the program, which has been quite a task with the increase in apprentice enrollment over the past few months.

Jeff is responsible for overseeing the facility and
working with me to make sure everything is maintained and in good, safe working condition. With six acres and ten buildings there is always something that needs attention. In their spare time, Paul and Jeff are working on updating our curriculum and dreaming of ways to better instruct our apprentices and journeymen.

Tim (Gunny) McGann keeps the weld lab up and running, teaches welding and pipefitting/layout, and has been instrumental in getting buildings 9 and 10 organized and prepared for use in the very near future. With his vast experience with central plants, Gunny also keeps our own central plant running, which can be quite a challenge during the six months of 100 degree days here in Phoenix.

Administration

Our administrative team of Beth, Diana, and Lisa makes sure that nothing slips through the cracks regarding finances, reporting and apprentice tracking. Beth oversees bookkeeping and accounting and does an amazing job of making sure the bills are paid and that every penny is accounted for. With an annual budget of $2-3 million, that’s a lot of pennies to keep track of. She also works with me to develop annual and monthly budgets, takes care of all accounts payable and receivables, tracks WIOA grants for the apprentices, manages payroll for our staff of employees and instructors, answers the phone and fields dumb questions from me.

Diana is the Executive Assistant and oversees just about everything to do with the apprentices and journeyman upgrade training. She provides orientation to new apprentices, tracks attendance and certifications, reviews OJT hours, helps those that are getting ready to turn out and also answers the phone and answers dumb questions from me when Beth gets tired of them. With over 500 apprentices in the program, numerous upgrade classes, Diana stays very busy.

Lisa is our newest member and works part time helping with apprentice intake, scheduling interviews, data entry and a variety of other administrative tasks, and yes, she is also the recipient of the occasional dumb question from me.
A Little Bit of Everything

That just leaves me, and I am fortunate enough to get to do a little bit of everything. I oversee the HVAC and BIM/VDC programs with the help of our great instructor teams, keep an eye on the budget, make sure the apprentices in Tucson are being trained properly, visit high schools and technical schools for recruiting, plan and schedule journeyman upgrade training and maintain a vision plan for the future of the apprenticeship.

The Rest of the Team

Aaron Butler and all of the Business Agents provide an incredible amount of support to the apprenticeship because they see the value in pouring time, resources and energy into the next generation of workers. Carl Triphahn and the team at P.I.P.E. are constantly helping with training, advice and networking. Training wouldn't be possible without an amazing staff of instructors that give their time and knowledge to help train our apprentices and journeymen. The members of the JAC truly care about the direction of the apprenticeship and provide sage advice and wisdom in many matters. And finally, many of our vendors partner with us and provide discounts and training to increase the knowledge and industry awareness of our members.

It is truly an honor to be entrusted with the job of Training Director, and I am blessed to have the help of a lot of great people, as well as a body of members and a group of contractors that “get it,” and who all work diligently to make sure that we have the best training program possible.
INSTRUCTORS:
THE LIFEBLOOD OF THE APPRENTICESHIP

With more than 500 apprentices, 30 apprenticeship classes and a multitude of journeyman upgrade classes, the importance of having quality instructors at the Pipe Trades Apprenticeship has never been more important. Fortunately, the members of Local 469 have stepped up and are making sure that our new members are taught by the best.

After holding classes during the daytime for nearly fifteen years, the Arizona Pipe Trades Apprenticeship transitioned to nighttime classes in the Spring of 2017. This move, combined with explosive growth in the number of apprentices due to the increase in work, left us needing more than twenty additional instructors for the Fall 2017 semester and another ten for the Spring of 2018. Through networking, recruiting and word of mouth, we requested our members to help and ensure that our apprentices have the best training possible. And oh, how they responded! The men and women of Local 469 filled every vacant position to such an extent that we have a waiting list of members wanting to instruct.

However, quantity is only part of the equation - what about the quality of instructors? We are very pleased to report that we have a wide range of excellent instructors from a variety of backgrounds and skill sets: plumbers, fitters and HVAC mechanics, men and women, young and seasoned. We even have three journeymen that turned out in the Spring of 2017 that have come back to teach this semester! We have members from the commercial, semiconductor and service segments, as well as from every level of supervision. The diversity and quality of instructors is amazing, and our apprentices are fortunate to have access to their knowledge and varied experiences.

However, we can’t just go get the best people, cross our fingers and hope that they know how to teach. That’s where the UA’s Instructor Training Program (ITP) comes into play. Every August the UA brings thousands of Instructors, Coordinators and Training Directors from the U.S. and Canada to Ann Arbor, Michigan for a week of intense, high-quality training. This year, we were fortunate enough to send thirteen Instructors, two Coordinators and the Training Director to this event. The UA also brought along five members of Local 469 as ITP Instructors. The ITP has a structured five-year program that provides instructors the best teaching techniques, including how to create lesson plans, communicate with students and gain more knowledge in their field of expertise. Instructors that complete the five-year program graduate in a ceremony that is attended by several dignitaries including UA General President Mark McManus, and this year’s keynote speaker, U.S. Secretary of Labor R. Alexander Acosta. Local 469 had three members complete the five-year program this year and attend graduation – Kris Hedlund, Hal Brown, and Carl T. Triphahn. All three of these men have put in numerous hours teaching our apprentices and journeymen and deserve this honor.

All of us at the Arizona Pipe Trades Apprenticeship want to thank all of the instructors that give up their time and energy to teach and share their knowledge with the UA apprentices and journeymen year after year.
Hayes Mechanical made the move to Phoenix in 2015 and since then has built a strong presence in the state thanks to their high quality work, safety and efficiency on projects.

Hayes was originally founded in Chicago in 1918 as a boilermaker company, but has significantly expanded in its nearly 100 years of business, now specializing in commercial plumbing and HVAC with highly trained UA Local 469 members. After acquiring the local company, W. J. Maloney, Hayes’ Phoenix office is now the only division within the company to work on new build construction.

Their team emphasizes the importance of safety on their projects, and aims to exceed project deadlines.

“Safety is number one,” says Dave Bohnsack, Hayes’ Chief Estimator, regarding the primary focus of their projects. He adds that other goals include being “on time and on budget, meeting or exceeding the set schedule, and quality control.”

There are serious challenges that a small plumbing contractor faces in Arizona’s non-union culture. The bidding environment is particularly tricky for signatory contractors, and companies such as Hayes have to work twice as hard to be considered for projects.

The skilled labor shortage further impedes the ability to staff projects with trained workers.

Hayes recognizes the importance of a multi-faceted approach to change this environment for Arizona’s working families. Support from UA Local 469, Arizona Pipe Trades Apprenticeship (JATC) and the Piping Industry Progress and Education Trust Fund (PIPE) are vital to remain competitive in this market.

Compliance enforcement, as well as changing the political environment in which contractors bid work, are also vastly important to Hayes’ continued success.

Comparing Hayes Mechanical’s work to that of their non-union competitors explains why it is important to fight for an increased market share in Arizona.

Importance of highly trained workers

Construction of Barrett, the Honors College at Arizona State University was completed seven years ago, but needed critical repairs this past summer. Why? Because the original plumbing work had such poor craftsmanship, it had to be redone. Hayes gladly stepped in
recently to complete the massive overhaul of Barrett’s plumbing system.

This would normally be a three-year project – but Hayes got the repairs done in just eleven weeks, during summer break when ASU students were not on campus.

The job was very technical due to the aquatherm piping material that was needed. Special training is critical for correctly installing this special pipe, which is joined with electric fusion. Luckily, the 469 Pipe Trades Apprenticeship was able to provide the aquatherm training and send 100 workers on the project.

The training and apprentices provided by the JATC were critical for Hayes’ success on the Barrett project.

“The benefit [of the JATC] is being able to staff our jobs up and down at a moment’s notice,” says Field Superintendent, Pete Teofilo.

On-the-job training is just as important as training within the JATC. Hayes Mechanical emphasizes the importance of holding all journeymen responsible for the successes and failures of new apprentices. It is extremely valuable to expose apprentices to as many different job types as possible.

“The more people you work with, the more knowledgeable you are. We rotate apprentices to get them different kinds of work,” Teofilo says.

Looking to the future

The future is bright for Hayes Mechanical as work in Arizona returns to pre-recession levels. Two exciting high-rise projects are in the pipeline, the Pier off of Scottsdale Road and Waterfront, and the Watermark in Tempe. Hayes also recently broke ground on the Destiny Springs Behavioral Health Hospital and will soon return to ASU to complete another plumbing project.

Despite the challenges, Hayes Mechanical’s team is looking forward to the projects ahead.

“The future looks really bright right now,” says Bohnsack, “The 2008 slowdown was hard on us, but there are a lot of good projects on the market and a lot of work to go around.”

Hayes is working to build solid new structures in the state, and fix the mistakes and poor workmanship done by unskilled labor. With the help and support of the union team, Hayes Mechanical will remain successful for years to come.
FISHING TOURNAMENT
The 11th Annual Arizona Pipe Trades Local 469 Health Fair was held at the UA Local 469 Union Hall on October 7th. The health fair offered free vaccines and medical screenings to hundreds of UA Local 469 members and their families to be proactive about their health.

A wide array of medical services from mammograms to flu shots were available to members and their families. Getting a free, convenient test not only saves members’ money, but also can save their lives, as we have seen in the past.

Representatives from Cigna, Local 469’s new insurance provider, attended and answered members’ questions. The Local also provided free lunch and door prizes every 15 minutes to those who participated.

We look forward to this event every year. It’s a great way to socialize with your fellow Local 469 members.
Keeping Beneficiary Information Updated is Ultra-Important for Our Families

When a loved one dies, it is devastating. The business of death can make things difficult on the family of the deceased. For those with benefits, insurance or investments, beneficiary information needs to stay updated.

When you enroll in health insurance, life insurance, 401(k) or any other bank or investment account, you are required to list a beneficiary to receive the proceeds should you pass away. Many times, people fill out the form and move on. Sometimes, people may not remember who was listed on an account.

Normally, when a person passes away and neglects to update their beneficiary designations, the state will move in to help. If a deceased person’s marital status has changed, but a contract does not reflect the new status, many state statutes revoke the old beneficiary designation if it instructs the death benefit to go to a former spouse. However, no one should rely on that.

The best way to help your family receive benefits after your death is to be proactive now.
- Check your beneficiary designations from time to time to make sure they are what you intend them to be.
- You should check all of your estate planning documents every three to four years—and the same goes for beneficiary designations.
- Most importantly, when you get divorced or make significant life changes, you want to check and revise all legal documents. In the case of beneficiary designations, the employee or investment holder is solely responsible for updating them.
- If you are unsure how to update your beneficiary designations, contact the local office or your financial institution for instructions.

You want to protect the person and the people nearest and dearest to you. By keeping your beneficiary designations—and all your estate planning documents—current, that protection is guaranteed.
Member Picnic
CORE VALUE #10: Family Focused

Realtor and Loan Officer duo, John Herrell and Joe Herrell, know all about keeping it family focused. This father and son team is committed to taking care of your family throughout the home buying process. Whether you are buying your first home, moving across town or refinancing your current mortgage, they are here to help. Their goal is to act as your trusted advisor, providing highly personalized service and guiding you through every step of the process.

Family Focused

CORE VALUE #10:

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jherrell2011@gmail.com
www.laughtonteam.com

As the nation’s educational leader in innovation, Arizona State University continues its strong commitment to positively impacting the community and ensuring the accessibility of education for all. ASU will provide meaningful and useful college readiness information for members and their families in each issue.

For more information about ASU, email accessasu@asu.edu or call 480-965-6060.

SAVE THE DATE

Please save the date for the UA 469 Pin Ceremony on December 2, 2017. Cocktail hour begins at 5pm, and dinner is served at 6pm.

Invitation Only

The Local 469 Political Action Committee is supported by voluntary contributions so that the common interests of Local 469 members to secure jobs, fair wages and safe working conditions can be heard by state and federal candidates for office. Local 469 Political Action Committee funds are used for federal or state races as deemed necessary by PAC leadership. You have a right to refuse to so contribute without any reprisal. Furthermore, any contribution guideline is just that, and that you may contribute any amount or not at all to the Political Action Committee. In order to comply with the Federal law, the PAC must use its best efforts to obtain, maintain, and submit the name, mailing address, occupation and name of employer of individuals whose contributions exceed $200 per calendar year. Contributions are not tax-deductible.
Send your outdoors photos to info@thetorresfirm.com. Please include a note describing the photo and who is in it. You just may be featured in the next issue.

1. Zach - Zach Butler 4 lb bass Saguaro Lake

2. Aiden - Aiden at so Saguaro lake, 5.5 pounds

3. Clinton & Vernon – C and V McBride deer hunt, hunt area 20-A
The strength of America’s labor movement rises from solidarity based on mutual support, real world craftsmanship and organization. With those three things, mountains can be moved – or parks can be improved, bridges can be built and trails can be made. The Union Sportsmen’s Alliance unites union members who love the great outdoors and are willing to volunteer their unique trade skills to help protect our outdoor heritage for future generations through hands-on conservation projects.

Be part of the movement.

JOIN THE UNION SPORTSMEN’S ALLIANCE
WWW.UNIONSPORTSMEN.ORG

Facebook Twitter Instagram /UNIONSPORTSMEN
Congratulations and welcome to our new members!

Name and Initiation Date

Arizona PIPE TRADES Reporter
Fall 2017
IN MEMORIAM

Local 469 honors the following recently departed members:

Name and date Passed Away

Stanley Stanford 1/3/17
Albert L. (Bob) Jones 1/15/17
Robert D. Ray 1/22/17
Theodore P. Teso 1/14/17
J.D. Briscoe 3/3/17
Manuel B. Hernandez 3/7/17
Roger L. Doyon 3/20/17
Jerry J. Getz 3/28/17
Harold “Smoky” Zeppe 4/2/17
James R. Campbell 3/23/17
Gabriel “Martin” Hassett 4/12/17
Rickard J. Bemer 4/14/17
Jarrell R. Kinman 4/19/17
Arthur L. Foster 4/29/17
Clarence L. White 5/14/17
James R. Osback 6/11/17
Charles A. Pedersen 6/12/17
Joaquim R. Calderon 7/4/17
Michael G. Cooklin 6/22/17
Jerald D. Sramek 7/11/17
Jerry B. Hugle 7/20/17
Arthur N. Weinberg 7/7/17
Glenn F. Randall 5/17/17
Robert Osback 6/11/17
John T. Griffin 7/27/17
Don L. Lee 8/1/17
Ronald K. Skinner 8/4/17
Frank J. Van Meter 8/27/17
Ray R. Curtis 9/5/17
Levan, Jr. Smith 9/9/17
John H. Parker 9/29/17
Quentin M. Johnson 4/25/17
F. “Allen” Slazer 10/3/17
David D. Garcia 10/8/17
Henry Tucker 10/15/17

INFORMATION CHANGE FORM

If you have changed your address, phone number or area code, use this form to send the information to Arizona Pipe Trades immediately. Completely fill out the form, sign on the signature line and mail to:

Arizona Pipe Trades – 3121 N. 24th Street – Phoenix, AZ 85016 – (602) 956-1950

Name ___________________________________________________________

Social Security # __________________________________________________________ New Phone # __________________________

Former Address __________________________________________________________

New Address __________________________________________________________

Signature __________________________________________________________________________________________
2017 UPCOMING EVENTS

Membership Meetings:
The following is the schedule for the remaining Membership Meetings in 2017. All Friday meetings are held at 6:00 p.m. and Saturday meetings are held at 9:00 a.m. at the UA Local 469 Union Hall.

   Friday, November 17, 2017
   Saturday, December 16, 2017

Retirees Events:
The following are the dates for the remaining Retiree Meetings in 2017. Meetings are held on the second Tuesday of the month at 10:00 a.m. However, please note there are no meetings during the months of June, July and August. Meetings will be held at the UA Local 469 Union Hall.

   Tuesday, November 14, 2017
   Tuesday, December 12, 2017

Special Events:
Pin Ceremony - December 2, 2017 at 5:00 p.m.
   – detailed invitations will be sent to honorees
Retiree’s Christmas Party – December 12, 2017 at 10:00 a.m.
   – potluck to be held at the UA Local 469 Union Hall

All events take place at the AZ Pipe Trades 469 Union Hall, 3109 N. 24th St., Phoenix, unless otherwise specified.