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UA Local 469 is a proud supporter of the SkillsUSA Arizona Championships, which showcases the construction skills of high school and college students.
The skilled craftspeople of UA Local 469 have always delivered a lot of bang for the buck. It’s about to get better. A program is in the works to make our members even more valuable to contractors and owners, and it uses the principles of lean construction.

Lean construction is not designed to make guys work faster. It is designed to help crews work more efficiently, and a growing number of manufacturers – especially leading computer chip manufacturers – are adopting these principles.

The Arizona Pipe Trades Apprenticeship Training Center is developing an eight-hour course about lean construction principles and methods. Classes are expected to begin May 5. Be on the lookout for notices about registration, and take advantage of this opportunity.

The course is especially important if you want to work on any Intel campus. Contractors will require the class. The Intel NCO trailer, P.I.P.E. and the apprenticeship will offer classes to make it convenient for you to get on the job.

Principles of lean construction

Lean construction is a collaborative system to minimize waste of materials, time, and effort in order to improve efficiency. Lean construction methods drive out waste and add value.

It starts with the design and involves every craftsperson on the job site. One construction executive calls it “systemically applied common sense.” While many of the principles are common sense, they are not always common practice.

For example, how many times have you wandered around a job site on a treasure hunt – looking around for the right tools or the proper materials for the task at hand? Lean construction principles include organizing a job site so that apprentices and journeymen have quicker access to what they need to get the job done.

Lean construction principles analyze all ways – big and small – to reduce wasted time and effort. That even means taking a look at what tools you carry on your person. Have you ever watched someone on a treasure hunt for a tape measure?

Lean construction is a system that takes a hard look at reducing the time we spend on things that don’t add value, such as handling material on the work site, so that we can spend more time doing things that do add value, such as welding.

Communication matters

An important element in lean construction methods is communication – from the top down and from the bottom up. Sometimes the person with the best solution is an apprentice.

Everyone can make improvements to the process that will save time and, in doing so, save money. You don’t have to have a million-dollar idea to make a difference. Something as simple as organizing the trailer so that the manuals can be found at the same spot every time can prevent future treasure hunts, making us a little bit more efficient.
THE ENTIRE COMMUNITY BENEFITS WHEN RESPONSIBLE CONTRACTORS SUCCEED

Israel G. Torres
political consultant

There are many reasons to want signatory contractors to prosper in Arizona. Of course, the most obvious reason is that when they are thriving, members of UA Local 469 are working.

But there are many less obvious reasons why the success of our partners contributes to the success of the overall economy. And it boils down to building a pipeline of skilled workers and reducing social and other costs for communities.

Developing a skilled workforce
The construction industry faces a worker shortage. The National Center for Construction Education and Research warns that the construction industry is expected to face a shortage of as many as 2 million skilled craft professionals by 2017 – that is right around the corner. The skilled craft workforce is older than the overall workforce, and a big percentage of skilled craft workers are nearing retirement. In Arizona, 51 percent of the state’s construction trades workforce is 45 or older.

Apprenticeship programs such as the one that makes Local 469 the best workforce in the state, if not the country, offer the solution to this looming problem. These programs are financed, in part, by the contributions of signatory contractors. If our partners in the construction industry lose market share, the training programs

UA Local 469 contractor Bel-Aire Mechanical is pictured at the site of the West Valley Resort and Casino. Local 469 partner contractors invest in training to create a pipeline of skilled workers. That training benefits owners, as jobs done right the first time don’t require costly rework.
they support will wither. And what will be the long-term cost of losing a reliable pipeline of highly trained craft professionals? Will lower productivity increase overall construction costs? Will a less skilled workforce result in shoddy construction? How much more dangerous will the job site be?

**Offering economic security**

Signatory contractors also lay the foundation for a strong middle class by offering good wages, health insurance and pension benefits. Good wages don’t just mean owning a nice home, affording a comfortable pickup truck and sending the kids to college. Good wages stimulate economic growth. We’ve all heard the saying: *A rising tide lifts all boats.*

A study by the Economic Policy Institute concluded that raising the minimum wage to $10.10 an hour would boost the Gross Domestic Product by more than $22 billion – creating about 85,000 new jobs. The same math applies to paying good wages for highly skilled construction trade workers. A middle-class family spends money on cars, furniture and vacations. That spending benefits workers in other industries.

Providing health insurance adds another layer of individual economic security. The benefits of health insurance to society as a whole are well documented. People without health insurance are less likely to get preventive care, are diagnosed for disease at more advanced stages and have a higher mortality rate.

What are the economics costs? What is the human toll?

The pension programs provided by signatory contractors provide security for retiring with dignity. In an era when 46 percent of Americans are putting less than 5 percent of their annual incomes into retirement savings, the pension plans signatory contractors help fund ensure a middle-class lifestyle doesn’t vanish when you punch the time clock for the last time.

**Investing in Arizona**

As responsible corporate citizens, our signatory contractors consider more than their own bottom line. They are taking steps to ensure there is a reliable supply of skilled workers to build projects now beyond our imagination. By hiring Local 469 members, they are contributing to the Arizona economy as a whole.

Their success is essential to our prosperity. It is also essential to the prosperity of Arizona.
Medical Gas Installer Certification protects patient safety

Every job is important, but some are more important than others. Installing the piping systems that deliver oxygen, nitrous oxide and other medical gases to hospital patients and surgical suites is one of those jobs that is more important than most.

“There are very high standards when it comes to medical gas installation because you’re dealing with the health and safety of everyone in the hospital or medical facility,” says Rick Garcia, a medical gas installation – med gas, for short – instructor for 16 years.

Poor installation and maintenance can have life-threatening consequences, Garcia says.

“I’ve seen nitrous oxide (an anesthesia also known as “laughing gas”) leaking in a dental facility where the staff was getting headaches and dizzy spells,” Garcia recalls. “That is a situation that could have been a disaster.”

Typically, dedicated copper tube piping systems are installed for each of several gases such as oxygen, nitrous oxide, nitrogen and purified - or medical - air. Some lines are used as a vacuum and are clearly labeled as such.

The joint connections must be completely sealed to ensure no contamination of the gas being delivered, as well as no leaks. That is why brazing is used to join pipes. When welding, filler metal is deposited at the weld to join the two base metals at the joint. In brazing, the filler metal – typically a mix of copper and phosphorous – is drawn into the joint by capillary attraction. Workers use a torch to heat the tube and fitting so that the molten filler metal is drawn up into the joint. Done correctly, the filler metal fills 100 percent of the joint.

“You’ve got to have total heat control,” says Rick Wieting, training director at the Arizona Pipe Trades Apprenticeship Training Center. Too hot, you melt the pipe itself. Not hot enough, there isn’t a strong enough capillary action to fill the joint. It’s a technique that requires a deft touch.

Each joint must be 100 percent filled and the inside of the pipe must be pristine. That is done by filling the interior with an inert gas such as nitrogen to displace the oxygen in the pipe. The result: a heat-blackened exterior and a bright, shiny interior. The shiny interior means no contaminants, such as carbon, will travel through the system.
The Medical Gas Installers Certification requires completion of a 40-hour course. Students must pass a practical exam that requires perfection on a horizontal joint and a vertical joint. Certification also requires passing a written exam with a score of 90 percent or better.

The med-gas certification must be updated every six months, making the classes popular with journeymen looking to maintain their certification.

Healthcare construction promises to grow as more hospitals and clinics build new facilities to meet demand or undertake major renovations.

The 2014 Hospital Construction Survey conducted by Health Facilities Management and the American Society for Healthcare Engineering showed more hospitals plan to build or expand facilities as a result of the Affordable Care Act.

In terms of what future facility development plans are being considered, 22 percent said medical office building expansion, up from 16 percent in 2012; 18 percent said new medical office building construction, up from 15 percent in 2012. Some 22 percent said outpatient facilities in neighborhood settings, up from 15 percent the prior year; and 21 percent said primary care clinics in neighborhoods, up from 16 percent in 2012. Also, 17 percent of respondents said ambulatory surgery centers are being considered, up from 11 percent in 2012 and 2011.

Voters in Maricopa County last November approved $1.6 billion in spending for medical facilities. The bond measure calls for spending $571 million on acute-care facilities, including a new Maricopa Medical Center; $226 million for new behavioral-health facilities; and $138 million for renovated and new outpatient health facilities.

“Hospitals and other healthcare facilities look to be a promising area of construction in the future,” says UA Local 469 Business Manager Aaron Butler. “Med gas is one area more people should consider when it comes to expanding their skill set.”
W. D. Manor worked on the John C. Lincoln North Mountain Campus. Photo by Pete DeWitt
Over the course of seven decades, a company builds a reputation.

“When the exposure is high, and they really need it done right the first time – then people look at W. D. Manor,” says Jeff Randall, vice president of W. D. Manor, a full-service mechanical contractor specializing in HVAC, plumbing, process piping and medical gas systems.

“We’ve got some people who have been around,” Randall says. That’s important for building expertise and a reputation for good work.

While building its reputation, W. D. Manor also developed a specialty.

“By far, our biggest niche is healthcare,” says Pete DeWitt, purchasing manager. “Our No. 1 customers are healthcare customers. They keep us pretty busy.”

Local hospital groups such as Banner Health, Scottsdale-Lincoln Health Network and the Mayo Clinic are customers.

While W. D. Manor has been involved with several high-profile, from-the-ground-up healthcare projects, DeWitt says, “many times, we’re working inside a working hospital.”

That means you don’t just need to know how to do your job, you need to do it in such a way as to minimize the disruption to nurses, doctors, support staff and patients. W. D. Manor has developed a Healthcare Protocol handbook specifically for those working at health facilities. Those handbooks are...
area for producing various metallic products, including industrial carbon steel, stainless steel and other alloy mixtures, as well as central plant systems and piping packages
• A 3,500-square-foot plumbing fabrication area designed for copper components
• A 3,000-square-foot fabrication area for cast-iron assemblies

The firm’s reputation within the healthcare facilities arena helped it land what DeWitt describes as “one of the largest contracts in company history.”

The Mayo Clinic campus in north Phoenix is one of two sites where Mayo is building its renowned proton therapy facilities for the treatment of certain cancers. W. D. Manor has been part of the Arizona project for three years.

Proton therapy is a type of radiation treatment for certain cancers that is safer and more effective than X-ray therapy, according to a Mayo press release. A pencil-thin beam of protons - the positively charged parts of an atom - is directed at a tumor. The technology allows for more accurate targeting of tumors and lower radiation exposure to normal tissue, reducing harmful side effects.

Children with cancer stand to benefit the most from proton beam therapy because it is children who typically suffer the greatest long-term harm from conventional X-ray therapy because their organs are still growing and developing, according to Mayo.

The facility will have four proton beam treatment rooms equipped with pencil beam

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The W. D. Manor shop covers more than half an acre.  
Photo by Pete DeWitt
W. D. Manor's work in healthcare extends beyond construction and renovation. In September 2014, the company received a U.S. patent for a dialysis supply box that includes a dedicated backflow prevention device, trap primer and drip tray.

The compact system saves valuable square footage in a hospital or clinic and reduces installation costs, says W. D. Manor Vice President Jeff Randall. Most importantly, it improves patient safety.

The dedicated backflow prevention device is required by most building codes to prevent contamination of the drinking water supply should there be backflow from the dialysis machine, which cleanses the blood of kidney patients. Older systems typically have several patients in the loop before the backflow prevention device. The W. D. Manor Dialysis Box closes that loop, protecting patients from any contamination.

W. D. Manor continues to improve the device based on feedback from nurses and other floor staffers, Randall says. The boxes, now in a third-generation design, are made at the company’s Phoenix shop. W. D. Manor is now selling these boxes to healthcare facilities nationwide.

Dialysis box patent: Innovation beyond the job site

The company received a U.S. patent last year for its dialysis box.
scanning and large machines for generating the proton beams. The project requires “miles of pipe,” says Randall.

Work on the Phoenix proton therapy facility started in December 2011. The facility is expected to open for patients in 2016.

The healthcare market continues to be promising as more facilities come online to meet demand, say both DeWitt and Randall. In addition, existing hospitals and clinics will continue to require renovations.

“There are always new technologies coming out,” says DeWitt, “and hospitals are always evolving to keep pace.”

W. D. Manor grows as Arizona grows

W. D. Manor has been in Arizona nearly as long as central air-conditioning.

The company was founded in 1945, just after World War II, by Willis D. Manor.

Wally T. Sigmundson joined the company in 1950 as a partner in charge of estimating and office administration. Sigmundson would go on to become co-owner and executive vice president before taking over as president in 1975, following the retirement of the founder.

In 1978, Sigmundson retired and sold the company to Robert J. Leivian, Ron Turlington, David Manor, and Bill Crowe. The company evolved to deliver a full complement of mechanical services under one roof.

By 1995, Bill Crowe became sole owner. The company also relocated from its 27th Avenue location in Phoenix, which it occupied for 41 years, to its current headquarters on 23rd Avenue.

Along with the move, there was a name change from W. D. Manor Plumbing and Heating to W. D. Manor Mechanical Contractors.

Bryan DeWitt and Don Petty have owned and operated the company since 1997, building it into a statewide enterprise with annual revenue of up to $40 million. W. D. Manor employs up to 300 people at any given time, depending on the number of projects. Most of them are members of UA Local 469.
Production. Production. Production.
At every meeting with a contractor or a customer, I hear the same thing. It is a steady drumbeat: improvements in production are critical to business survival.

Our survival depends on their survival. We need to look at ourselves as a full partner with both the contractor and the customer or owner. Without all three parts of this triangle working together, we will not be successful.

Meeting customer needs
The customer’s construction needs have a large ripple effect on all parts of our industry. When a customer says he needs to cut costs on his product by at least 80 percent in order for them to remain a player in the market, then the next thing that happens is the customer tells his contractor that he has to sharpen his pencil to do more with less. The contractor must adjust to stay in business. That might mean trimming his bid to cut construction costs in half.

That brings us to the final piece of this triangle – the members of Local 469. If we do not evolve with the rest of the triangle, we could end up being eliminated from the equation and replaced with someone else.

Adapting to succeed
This continuing evolution requires us all to acquire new skills through journeymen upgrade classes and other opportunities. We must always strive to be better than our competition – more productive and safe. We need to demonstrate excellence at all times. Continued excellence demands continued training and learning.

We don’t want to be replaced, so we must adapt to meet the needs of our contractors to stay employed.

With a fresh attitude comes a fresh commitment to quality, efficiency, organization and getting the work done on- or before- schedule. These are all phrases and words that we practice. But we must continue to live by them and show our contractors and customers we are committed to the cause – their cause.

I have faith that we can accomplish what needs to be done.
The first order of business is to express my gratitude to everyone who supported my effort for a full term as your financial secretary-treasurer and dispatcher. I first assumed the responsibilities of office following a special election in May 2013. I’m humbled that the members of UA Local 469 have confidence enough in me to continue in their service. Your belief and support is what fuels me to do the job to the best of my abilities.

Be job ready

While the current demand for labor is slow, there are a number of projects in the pipeline that should provide opportunities for those who are prepared with current certifications and licenses.

There continues to be progress at the Desert Diamond West Valley Resort and Casino in Glendale. Members of the Tohono O’odham Nation gathered there in March for the topping off ceremony, marking a major milestone in construction as the final steel beam was added to the framework of the interim casino, which will feature 1,089 slots, food court, bar and rewards center.

Major improvements to Terminal 3 of Sky Harbor International Airport also will create opportunities for our members. It is important to note that the contractor insists all employees working on the project be licensed with the City of Phoenix. Take steps now to get the proper licenses so that you will be ready to be dispatched when the calls come.

Some area contractors are beefing up their computer-aided design (CAD) departments, offering some opportunities for those with the required certifications.

Also, there is a growing focus by leading computer chip manufacturers on lean construction. We’re developing a course on lean construction principles and methods, which you’ll hear more about in the near future.

Be job smart

Success these days takes more than skill, though. It also takes head and heart.

Head means working smart. If you see a better way of doing things – one that will save time or money – you should speak up. And if someone offers a suggestion, at least listen.

By heart, I mean taking pride in quality workmanship, acting like a professional by getting to work on time, and being respectful to everyone on the job.

Again, I would like to thank you for your continued support, and I look forward to doing my best to serve you in the years to come.
I would like to start out by saying thank you to those who supported me this past election. I will work diligently with our team to find all our members work, both at home and on the road. Some members of UA Local 469 like to travel, while others only travel when work is slow at home. There are many opportunities in other jurisdictions and some members are traveling for the first time.

When leaving your home jurisdiction for work, you must pull your UA travel card from your home Local. This allows your name to continue to move up on the out-of-work list in your absence, and it lets the Local and fringe benefit office know you are working elsewhere. Please also note that fringe benefit reciprocation while traveling may take up to three months to reach your hour bank. It's important for you and your family’s coverage to not let your bank run dry.

Your Local 469 team has devised a system to help those needing to work in other states. Each agent and the dispatcher are assigned states. The system ensures that we aren’t making duplicate calls to out-of-state Locals, which saves time and helps build a better rapport.

You need to contact the appropriate business agent so he can work on coordinating a job for you. The business agent sends your qualifications and personal information to the Local Union where you want to travel. That Local then provides a time and place to report for the work order. And, of course, it is essential that you arrive on time, ready to work and with the correct certifications in hand.

Updated certifications are important to obtain work on the road. Welding certs are the most in demand. Tube bending and rigging certs are great to have. In addition to OSHA training, a TWIC card is required on many industrial jobs, such as refineries and power plants. Do not wait to apply for these cards. It may take up to 12 weeks to get a TWIC card.

Some Local Unions prefer to contact the individual directly, which is why it is important to keep your contact information updated. If the Local Union you want to work through does contact you directly, please advise the 469 agent you are working with that you have obtained work in another Local’s jurisdiction. This allows 469 business agents to spend time helping those still seeking work.

When you work in another Local’s jurisdiction, their benefit package rates will differ from 469’s rates. To ensure your family’s health insurance coverage and your valuable pension credits, it’s important to know their benefit package rates so that you can plan accordingly.

Your actions while on the road not only determine your employment with that Local, but also your brothers and sisters that follow you from Local 469 to that job. Please represent Local 469 just as you would want your fellow members to represent you in your absence.

“When leaving your home jurisdiction for work, you must pull your UA travel card from your home Local.”
We’re all getting older. And getting older has its consequences – you lose some hair, you gain some pounds. Such consequences are manageable and they sure beat the alternative.

The American workforce is getting older, too. And the consequences could be devastating for our economy.

The construction industry faces a looming worker shortage. The federal Bureau of Labor Statistics projects a shortfall of 1.6 million skilled craftsmen by 2022 – a scant seven years from now. Employment of pipefitters and other trades is projected to grow faster than the average for all occupations.

Meanwhile, the nation’s pool of skilled construction trade workers is aging. Nearly 53 percent of the nation’s workers in the construction trades are 45 or older. About 20 percent are 55 or older. Arizona closely follows the national trend.

The solution to the looming skills gap is education. We must start in high school.

Fewer than half of Maricopa County high school graduates are ready for college-level math. The lack of math skills by high school graduates presents a challenge because all of us in the field use trigonometry – a branch of mathematics dealing with the relationship between the sides and angles of triangles – nearly every day on a job site.

We must also offer high school students alternatives to the college-prep path. An introduction to the construction trade skills is the very least that needs to be done.

The long-term solution to the shortage of skilled construction trade workers is a system of thriving apprenticeship programs.

Non-union contractors complain about the shortage of skilled construction workers, but they want taxpayers to solve their problems. They want federal, state and local officials to start and expand training programs for future construction workers. Non-union contractors want the government to do the job of the Arizona Pipe Trades Apprenticeship Training Center, which produces highly skilled pipefitters and welders at no cost to the taxpayer.

The building and construction trades unions run the biggest private-sector training program in the United States, spending more than $700 million each year on programs that combine book-work and hands-on learning for 350,000 union apprentices who earn as they learn.

UA Local 469 is proud to be part of an educational system that provides opportunities to individuals and the skilled workforce our contractors demand.
I would like to thank all my brothers and sisters for voting in our recent election for officers. I’m grateful for the opportunity to serve as a business agent and as a member of the Health and Welfare Board of Trustees. I am also looking forward to serving the needs of our contractors, who are partners in our prosperity. It’s rewarding to know that I will be able help our brothers and sisters find work and to help maintain the strength of our Health and Welfare fund.

Already I’m meeting with contractors in an effort to build strong relationships. We want our contractors to feel confident that we will help them be successful.

I will work closely with our business manager and fellow business agents to develop a strategy to increase market share for our partner contractors and to increase opportunities for our members. We win when they win.

Finding work for members

Opportunities for work are coming. In the short time I have been in office, I have helped our welders and pipefitters find work through UA Local 412 at the San Juan Generating Station and the Four Corners Generating Station in New Mexico.

I am working with Bel-Aire Mechanical and the Tohono O’odham Nation for manpower on the Desert Diamond West Valley Resort and Casino in the Glendale area. Bel-Aire Mechanical has phase one of the project. The company has been employing plumbers for underground work, and in a short few months, it will need pipefitters and welders. This first phase should continue through 2015.

Dynamic Systems Inc. and W. J. Maloney have been awarded the Sky Harbor Terminal 3 project. Work on this project should be under way soon. W. J. Maloney also has been awarded the remodel of Hotel Monroe in Downtown Phoenix.

Political action is key

It is important to remind ourselves of the role of our political action committee, with the assistance of Torres Consulting and Law Group (TCLG), in securing work on each of these projects. The success of our partnership in getting the contract at the casino, for example, comes after months of work persuading the Glendale City Council to remove barriers to the project.

We began the groundwork long ago. First, we supported pro-jobs candidates, then volunteers worked in the field to boost public support. Finally, we crowded the city council chamber the day of the decisive vote.

The efforts of our PAC and TCLG also forged productive relationships with members of the Phoenix City Council, once again putting our signatory contractors in the best position to win work.

When our contractors win work, job opportunities grow. Thanks for your support.
The “Great Recession” is over, the experts say, but many people are still struggling.

“The demand for services is never ending,” says Jake Sedillo, executive director of Labor’s Community Service Agency.

More than 40 years ago, LCSA was created out of partnership between the United Way and AFL-CIO to provide outreach and referral services to union members throughout the community. The agency has since developed a variety of programs to address needs not being met by other nonprofits.

LCSA provided support services to 1,870 households in the most recent fiscal year. The agency offers foreclosure intervention services at no charge that help people stay in their homes, affordable housing for low-income families, transitional housing and help with automobile transportation for once homeless families that qualify.

“The Labor’s Community Service Agency has stepped up to help members of Local 469 in the past,” says UA Local 469 Business Manager Aaron Butler. “It’s important that we do what we can to support LCSA going forward.”

There are many ways to contribute to LCSA so that it can continue to serve others. Two programs, Sedillo says, make contributions painless.

**Tax donation support**

The biggest is the Arizona Helping the Working Poor Tax Credit, Sedillo says.

The program allows taxpayers to get a dollar-for-dollar state income tax credit for contributions to LCSA. An individual is eligible for up to $200 in tax credits, while a married couple filing jointly is eligible for up to $400 in tax credits. If you donate $200 to LCSA, that reduces you state income tax liability by $200 – boosting your refund or reducing the amount you owe.

**Help via grocery purchases**

The agency also gets a quarterly check through the Fry’s Rewards Points program based on purchases of supporters.

For every dollar you spend at Fry’s, the agency gets a point. Designating LCSA for community rewards doesn’t affect customer discounts or gas rewards points.

The system changed last September, Sedillo says, and LCSA lost supporters who failed to re-enroll.

**Register Fry’s card**

It takes just a few minutes to help:

- Go to www.frysfood.com
- Select “Register”
- Under sign-in information, enter your email address and create a password
- Enter your Fry’s V.I.P. card
- Select your preferred store
- Under “Community Rewards,” search for LABOR and select Labor’s Community Service Agency
- Save changes

If you have already registered your Fry’s V.I.P. card online, helping is even easier:

- Sign in and go to “My Account”
- Edit “Community Rewards”
- Search for LABOR and select Labor’s Community Service Agency
- Save changes
James “Scotty” Cummings retired in 1988, but he never slowed down. For nearly 30 years, he has served as a good-hearted ambassador for UA Local 469, serving the needs of retirees and widows. He was a driving force behind the creation of the annual Widows Breakfast each holiday season.

“Our brotherhood would not be what it is today if it wasn’t for Scotty’s kind spirit and dedication to our membership,” says Local 469 Business Manager Aaron Butler.

UA members from across the country honored Scotty recently during the United Association National Pipeline Conference at the Chaparral Suites Scottsdale.

“Your tireless efforts in assisting the members of Local 469 and their families, including the widows and children of deceased members who have found themselves sick, in financial trouble or just in need of kind words and compassion, is truly something to be honored,” UA General President William P. Hite wrote in a letter of recognition. The framed letter was presented to Scotty at the event.

Scotty joined UA Local 469 in 1956, not long after moving to the United States from his native Scotland.

“I’ve always wanted to be part of something that is good and honest, and this place is both,” he said in a 2008 newsletter article.

The members of UA Local 469 in December elected officers to administer and guide operations of the largest construction trade union in Arizona. Congratulations to the following officers.

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<td>President</td>
<td>Doug Anderson</td>
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<td>Vice President</td>
<td>Scott Jennings</td>
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<td>Financial Secretary-</td>
<td>Tony Gauthier</td>
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<tr>
<td>Examining Board - Welder</td>
<td>Chuck Haworth</td>
</tr>
<tr>
<td>Inside Sentry</td>
<td>Tim Miller</td>
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<tr>
<td>Pension Trustee</td>
<td>Mel Ingwaldson</td>
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<td></td>
<td>Mike Van Kirk</td>
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<td>Mark Gallego</td>
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<td>Health &amp; Welfare Trustee</td>
<td>Mel Ingwaldson</td>
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<td></td>
<td>Mike Van Kirk</td>
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<td></td>
<td>Larry Savage, Jr.</td>
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<td></td>
<td>Mel Ingwaldson</td>
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Members of the UA International, including General President William P. Hite (standing, center) and Representative Mark Butler (second from left) honor James “Scotty” Cummings (seated).
UA Standard for SAFETY
Common sense and good business

The United Association’s safety program is one of the many factors that make members of UA Local 469 the best in the business. The UA Standard for Safety outlines the responsibilities of employers, managers and workers. The responsibilities of UA Local 469 and its members include:

- Take pride in working safely
- Never take shortcuts or chances
- Always wear the proper personal protective equipment
- Pay attention at safety meetings
- Don’t try something if you don’t know how to do it
- Make sure your work area is clean and well lit
- Keep walkways clear
- Focus on your task at hand
- Know where the exits are
- Lift with your legs and push rather than pull a heavy load
- Inspect all rigging equipment prior to use
- Remove defective equipment from service immediately
- Never work under a suspended load
- Use and place ladders carefully
- Never stand on the top two rungs of a ladder
- Fall protection to be worn when exposed to a fall of 6 feet or more
- Never attempt to move a person who has fallen unless they are in immediate danger
- Learn CPR, first aid and emergency procedures
- Don’t overload electrical outlets
- Report near misses
- Keep hazardous substances off of skin and clothing
- Report exposures to your employer

- Know the hazards of the materials you work with
- Never take lunch boxes into work areas where chemicals may contaminate your food
- Carry sharp tools with the points down
- Lock out Tag out machinery before repairing it and prove that it is de-energized
- Inspect tools for damage and repair or remove from service.
- Check for fraying on power cords
- Have properly guarded tools
- Dress right for heat or cold
- Long hair should be tucked away under hard hat or cap, especially when working around moving equipment
- Always wear long sleeved shirts when working with welders or around steam
- If you wear prescription glasses, have your eyes checked annually
- Stay alert and get the proper amount of sleep
- When taking medications, know the side effects such as dizziness, etc.
- When working shift work, never drink alcohol within eight hours of your shift
- All UA jobs have zero tolerance for drugs and alcohol
- In the hot summer months, drink plenty of water to stay hydrated and avoid heat stroke
- Cell phones are to be used at break and lunch time only
- Always put caps on oxygen and acetylene bottles when transporting them
Our apprenticeship program offers the best training in the country and is always on the leading edge of technology. But our service to the industry doesn’t stop there.

There are often times when our contractors may need our members to take a specific weld procedure test. That testing can be performed at the training center instead of enduring the experience of a “gate test” at the job site. A journeyman can come to the training center, go to the weld lab and get the materials necessary for the test. That way, he or she is ready to head to the job when a call comes into dispatch.

This process alleviates the need for testing to be completed at the contractor’s business and saves the contractor money when it’s possible the welder could bust the test.

In addition, I believe it’s important to have proper conditions when performing a weld test for employment.

**New building adds capabilities**

Building #8 is near completion, with a few finishing touches left.

The Parker Hannifin Corporation, and its Transair compressed air division, donated all the aluminum compressed air piping and argon piping supplying Building #8. The donation of more than 1,000 lineal feet also includes a complete loop around the building for future expansion. The compressed air/argon piping runs around our facility from the middle of the complex to every building, including the main office building on Thomas Road.

The aluminum piping comes in different colors, so our two lines will not only be labeled, but also color coded. The two colors should make a great showcase for our training center. The argon now is in bulk storage at the facility and accommodates the purge gas for all welding processes, including the orbital welding at the main office. Argon is also used as a purge gas for brazing.

Students also are performing orbital welding in the Mach clean room, where we have created field welding conditions with the purge gas within a couple of feet from any weld process. Building #8 also will house our new CNC machine/lathe that will produce all of our weld coupons for our much-utilized weld lab. The weld lab is open 7 a.m. to 8 p.m., Monday through Thursday, providing a place for our members to practice welding techniques. Instructors are also on hand for those wanting to learn new techniques and acquire additional welding certifications for dispatch. Upgrade training makes us the best.

**Develop your skills**

It’s a busy place around here, and we welcome all members to utilize your facility as much as you need to keep us the best in the field.

We also constantly have many classes available for upgrade training.

To find all of this information online, go to www.pipetrades.org. Scroll down the main menu to “upgrade classes” to find a variety of new and existing classes aimed at making you better at your craft. The SSTA courses are listed here, too.

You can register for several of these classes online. We’re looking forward to seeing you at the training center soon.
Apprentices competed in the Arizona state contest - welding, threading and grooving pipe. Many toured our state-of-the-art training center and met our instructors.
Skylar Daniels had a knack for computer-aided design, or CAD, as an apprentice. So much of a knack, in fact, that he found himself standing in front of a classroom full of students as a teacher in January 2013 – three months before he turned out as a journeyman.

Daniels credits instructor Jim Witt for sparking and fostering an interest in CAD.

“He is one of the many guys who helped me along the way,” Daniels says.

Daniels also credits Dean Van Kirk for giving him his first opportunity to use CAD on the job.

“He guided me in the direction to get into CAD, and I used it on the job for about 18 months,” Daniels says.

That on-the-job experience prepared Daniels for the role of instructor, giving him the confidence to take on the job even though he was still an apprentice.

Daniels now works as a welder in the fabrication shop of Harder Mechanical Contractors, Inc. Teaching CAD allows him to keep his skills in the field sharp and to stay current with changes in software programs.

“The old drafting days are gone,” says Daniels. “Pretty soon there is going to be no writing on paper. It’s important to learn CAD and to stay up to date if you want to improve your prospects.”

Computer-aided design is increasingly commonplace on the job site, yet fewer than 100 members of UA Local 469 have a Level 1 certification and fewer than 40 have a Level 2 certification. CAD Level 1 introduces you to the basic functions of AutoCAD to produce a design in model space, dimensionally accurate, and to scale. CAD Level 2 builds on the lessons of the previous class to create three-dimensional objects and models.

It may be fitting Daniels is teaching a class on computer-aided design – his career path was computer aided. Daniels was plastering pools while attending community college classes. He was accepted to Arizona State University to continue college, but the cost was a high hurdle to jump.

Looking for options, he saw an ad for Local 469 on CareerBuilder.com, the popular employment search website.

“I didn’t even know there was a union in Arizona,” Daniels says.

Once part of Local 469, Daniels found people who were willing to help him. It is those people who inspire him to show up to teach after working in the shop all day.

“I just remember all the guys who helped me out, and I want to repay them, somehow,” Daniels says. “That is the culture we’re brought up in at Local 469.”
**STAR APPRENTICE:**

**BRAD KULESA**

Apprenticeship provides cool career path

This summer, when it is 110 degrees and you’re watching the Arizona Diamondbacks in the air-conditioned comfort of Chase Field, thank Brad Kulesa.

He doesn’t get all the credit, of course. But, as a UA Local 469 apprentice working for Johnson Controls, Kulesa plays a role in keeping the domed stadium cool. The 26-year-old often does maintenance and repairs on the NRG Energy Center Phoenix, a complex that produces and distributes chilled water to more than 30 buildings across three square miles of downtown Phoenix. The system includes three main plants and two auxiliary plants, conditioning more than 12 million square feet of building space via four miles of chilled-water pipelines.

“You would be surprised how many buildings downtown run off that system,” Kulesa says.

The list includes Chase Field, the Phoenix Convention Center, the Fourth Avenue County Jail, the Sheraton Hotel, several biomedical research facilities and a few high-rise condominiums.

Air conditioning is big business in the desert, and that is one reason Kulesa took the HVAC-refrigeration track at the Arizona Pipe Trades Apprenticeship Training Center instead of the plumbing or pipefitting path.

The skills Kulesa developed in automotive repair classes during high school also translated well to repairing the pumps and motors that are part of heating, ventilation and air conditioning systems. “It really wasn’t a big jump for me,” says Kulesa.

Working in HVAC-refrigeration also provides a bit of certainty.

“Stuff is always going to break,” he says.

Kulesa says he appreciates the degree of certainty and security that comes with working as a member of Local 469. For example, he explains, apprentices know when they will get their next pay raise. That economic security made it possible for him to buy a home at age 24.

Home ownership isn’t the only form of economic security that makes Kulesa happy to be an apprentice with Local 469.

“My father was a police officer with the city of Phoenix and he is retired now,” Kulesa says. “He always urged me to get into a trade that offered a pension.”

Kulesa says he also appreciates being “part of the brotherhood.” The journeymen he works with are always approachable teachers and mentors.

Kulesa anticipates turning out in February 2016.
Members of the winning foursome are (left to right): Chris DeWitt, Pete DeWitt, Chad Ence, and Bryan DeWitt.
More than 200 golfers came out to enjoy a day of fun and prizes at McCormick Ranch Golf Club. Golfers also generously bought mulligans in support of the Widows Fund, which provides assistance to 469 widows.

Members of the winning foursome are (left to right): Corey Duran, Michael DeHuert Sr., Michael DeHuert Jr., and Bill Senden.
The lawn outside the Arizona State Capitol was crawling with orange as members of UA Local 469 prepared and shared lunch with state lawmakers and legislative staffers. The annual event - which brought in a record crowd - draws lawmakers from both sides of the political aisle and provides an opportunity to educate decision makers on the benefits of using the best-trained workers in Arizona.
ON THE LAWN
zona’s economy with legislators
ANGLERS HIT THE WATER FOR ANNUAL UA LOCAL 469 FISHING TOURNAMENT

Send your outdoors photos to Yvette@TheTorresFirm.com. Please include a note describing the photo and who is in it. You just may be featured in the next issue.
JOIN THESE PROUD UA SPORTSMEN AND WOMEN.
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DISCOUNTS ON OUTDOOR GEAR • PRIZES & TRIPS
CONSERVATION DINNERS • CAMARADERIE

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UA LOCAL 469
20TH ANNUAL FAMILY PICNIC
The UA Local 469 Pin Ceremony honors decades of professionalism, service and friendship. This year’s event will recognize 210 dedicated Local 469 professionals with 25 to 65 years of service.

The Pin Ceremony pays tribute to years of hard work, craftsmanship and loyalty. It’s also a celebration of professional commitment and expertise.

Honorees will receive an invitation in the mail. Thank you for building a better Arizona.
## IN MEMORIAM

Local 469 honors the following recently departed members:

<table>
<thead>
<tr>
<th>Name</th>
<th>Passed Away</th>
<th>Name</th>
<th>Passed Away</th>
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</thead>
<tbody>
<tr>
<td>Harold Hillen</td>
<td>Nov. 18, 2014</td>
<td>Robert G. Pryor</td>
<td>Nov. 8, 2014</td>
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<td>James Rife</td>
<td>Jan. 3, 2015</td>
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<td>Jack E. Stevenson</td>
<td>Dec. 30, 2014</td>
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<td></td>
<td>Clarence Williams</td>
<td>Oct. 27, 2014</td>
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## MEMBER NEWS AND UPDATES

Congratulations and welcome to our new members!

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<thead>
<tr>
<th>Name</th>
<th>Initiation Date</th>
<th>Name</th>
<th>Initiation Date</th>
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<tr>
<td>Micha D. Coate</td>
<td>Dec. 22, 2014</td>
<td>Robert Seiler</td>
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<tr>
<td>Dwayne D. Jones</td>
<td>March 31, 2015</td>
<td>Robert A. Sena</td>
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<tr>
<td>Jonathan A. Peters</td>
<td>Jan. 9, 2015</td>
<td>Edgar M. Valenzuela</td>
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<td>Gary L. Johnson</td>
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<td>Frank Pasco</td>
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<td>Ronald Pennington</td>
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**Special Event**
Monday, September 7 - Labor Day at the D-Backs
Game starts at 1:10 p.m. at Chase Field.

**Retirees’ Meetings**
Tuesday, May 12 at 10 a.m.
Tuesday, September 8 at 10 a.m.

**Union Meetings**
Friday, May 15 at 6 p.m.
Saturday, June 20 at 9 a.m.
Friday, July 17 at 6 p.m.
Friday, August 21 at 6 p.m.
Saturday, September 19 at 9 a.m.

**Hall Closings**
Monday, May 25 for Memorial Day
Friday, July 3 for Independence Day
Monday, September 7 for Labor Day

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**INFORMATION CHANGE FORM**

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

Fringe Benefit Services • 7010 North Broadway, Suite 106 • Denver, CO 80221

Name ____________________________________________________________________________________________________
Social Security # _____________________________________________ New Phone # ________________________________
Former Address _____________________________________________________________________________________________
New Address _______________________________________________________________________________________________
Signature __________________________________________________________________________________________________