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The Arizona Pipe Trades Reporter is a quarterly publication for the members of Arizona Pipe Trades 469, industry, government and community partners. To subscribe, send an email to info@thetorresfirm.com or contact Torres Consulting & Law Group at 602.626.8805.
Now that 2013 is well under way, it appears our work volume projections are tracking on schedule.

While the tool install scopes at Intel are developing, we should start to experience significant work calls starting this spring.

**Quality craftsmanship evident at Solana**

Our group continues to outperform our competition at the Solana Solar Generating Station, with the completion of all major piping systems just around the corner. Hundreds of Local 469 members have worked at Solana, and I am proud of the excellent work everyone has completed.

Our compliance efforts at Solana – making sure that workers are appropriately classified – have resulted in Local 469’s contractors securing additional scopes of work, which means more man-hours available for our members.

**Planning begun for fall elections**

On the political front, we are looking ahead to the fall 2013 elections. In August, voters in Phoenix will decide three city council races, as will voters in Tucson.

Each election brings new opportunities for Local 469’s Political Action Committee to help elect more friends who will fight for working families at every turn.

Local 469’s PAC will soon begin its endorsement process for these city council races. The endorsed candidates will be announced in May. The PAC chooses candidates who have pledged to support working families, so please keep an eye out for these announcements and consider volunteering to help them win office.

Our PAC volunteers are key to our political success. And our political success ultimately helps us generate more jobs so our members can stay prosperous.

**Always the season for building relationships**

Political efforts go beyond elections. When not helping to elect candidates, we work to deepen relationships with our friends already in office.

To accomplish that goal, we have already met with elected leaders at the state and federal levels this year to discuss issues important to Local 469 families, such as prevailing wages and the ability of our contractors to competitively bid on projects.

Over this next year, we’ll also monitor ongoing political debates and track legislation that could impact our ability to earn a decent wage and organize.

“The more of us that stand together – volunteering and making our voices heard – the stronger our union will be.”

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STANDING IN
A POSITION OF STRENGTH

Israel G. Torres
political consultant

Since the fall elections, anti-union forces have double-downed against working families locally and nationally. Efforts to derail laws that provide unions a chance to compete on federal contracts – important to ensuring our guys can support their families and maintain some economic security – are in full force. But Local 469 stands in a position of strength through its strong recruitment, big job wins and increased voice in politics.

Local 469 members should be proud of recent efforts to share the union’s story of hard work, commitment to training and safety, and giving back to our community. It helps us strengthen our voice. Then, as we collectively educate our elected leaders in understanding the economic impact of livable wages and benefits fought for by unions, we can be heard.

We want them to hear what we know. We know that a prevailing wage means our brothers and sisters can buy homes, go on vacations, and spend money in our communities. These actions create more jobs and bring in taxes for our cities and state. That’s a benefit to our economy rather than a strain on it.

Efforts to squash PLAs
The national spotlight has turned to Project Labor Agreements lately. Those agreements establish the terms and conditions of employment on specific construction projects, including wages and fringe benefits. Terms must be carried out by all contractors and subcontractors on a specific project.

Former Labor Secretary Hilda Solis once said: “Project Labor Agreements are a win-win; they benefit businesses, workers and taxpayers. I’ve seen the track record in cities like Los Angeles -- high quality work on projects done on time, on budget and good job and training opportunities that strengthen our communities.”

It’s true. They work. But we’re seeing attacks on PLAs intensifying nationally. In late January, the Government Neutrality in Contracting Act (H.R. 436/S. 109) was introduced by U.S. Rep Andy Harris, R-Md., and U.S. Sen. David Vitter, R-La. The Associated Builders and Contractors quickly came out in support, claiming it would help taxpayers by “reducing waste” and “eliminating favoritism.”

The problem with the ABCs argument is it doesn’t factor in the economic impact of PLAs. They help better manage the time and expense of projects because PLAs create a reliable and uninterrupted workforce at predictable costs. Jobsite efficiencies and advanced worker productivity are huge cost savers. We also can’t forget that worker training and safety are other benefits of PLAs.

Anti-union sentiment in Arizona
We must not remain content with the work
that we've started. Even in our backyard, there were a total of 12 anti-union bills introduced. These include prohibiting payroll deductions; jeopardizing labor management relationship by requiring public open meeting laws to apply when wages, benefits, and worker protections are discussed; and restricting public unions from receiving release time to manage labor issues.

While the focus has been on public unions, squashing these efforts is important to the livelihood of private unions. We can keep this issue at bay by staying engaged politically. We must continue to be aggressive in engaging our representatives. Events - such as Lunch on the Lawn at the Capitol and the Big Day of Action during election season - are great ways to stay top of mind with our elected officials.

The dedication that 469 members show for getting out the word about the need to support working families has been a key to the PAC's success. Our continued success keeps us getting heard. Candidates will keep seeking our opinions and our endorsements, while elected leaders will continue to see our relevancy.

Looking ahead at the Department of Labor

The nomination of Thomas Perez, as of press time, to the post of Labor Secretary is good news for working families. He's been called a fierce defender of workers' rights.

As head of the Civil Rights Division at the Justice Department, he pursued a record number of discrimination, housing and voter rights claims. Prior to that, Perez led Maryland's Department of Labor, Licensing and Regulation, which is charged with building a thriving workforce and safeguarding workers and consumers.

Perez, 51, is expected to face a lot of tough questions during the nomination process, but conventional wisdom indicates he will get confirmed.

In announcing the nomination, President Obama called on Perez to continue the efforts by Solis and her team improving worker safety, worker rights and helping returning war veterans find employment. Under Solis, you'll remember, enforcement of wage violations was stepped up.

We're hopeful that Perez, too, will provide oversight to preserve wages. With livable wages our working families can continue to thrive and support our economy.

Building strength in 2013

Negativity focused on unions will never squash our optimism. The attacks will continue, but our strength is in building alliances and spreading knowledge of the great things we do.

Be proud of your Local 469.
For Patricia Mangum, joining Local 469 had everything to do with opening doors to her future.

The 19 year old from St. Johns, Ariz., first thought of becoming a mechanic, but a high school welding class changed her future.

“When I put on the hood, I knew what I would do,” the first-year apprentice said.

Growing up in Arizona, Patricia didn’t know much about unions. But a presentation at her high school opened her eyes to the possibilities training offered by Local 469 could give her. The opportunity to make a livable wage and get benefits sealed the deal, and she soon was enrolled in the apprenticeship program.

Patricia isn’t alone. Enrollment has tripled in the past two years, when compared to average years, said Training Center Director Rick Wieting. Membership also is growing.

“It’s the highest paid craft and there are a mix of people who want to do it,” he said.

The new interest, as well as continued work opportunities for pipersfitters, plumbers and welders has helped Local 469 buck a trend in Arizona. Recently released data from the U.S. Bureau of Labor Statistics show union membership in Arizona declined to 5.1 percent of total state wage and salary workers in 2012. That’s down from 6 percent in 2011.

Arizona had approximately 125,000 union workers in 2012.

Nationally, union membership fell to 11.3 percent of total U.S. wage and salary workers last year, down from 11.8 percent in 2011. Numbers of those workers also fell to 14.1 million.

A few states showed growth, such as California, Texas, Hawaii and Nevada.

In Arizona, a right-to-work state, Local 469’s membership stands strong. It hit 2,948 as of the end of February. The union, chartered in 1910, represents plumbers and pipersfitters vital to the state’s construction industry and economy.

“We’re growing because people are seeing the value of having a voice,” said 469 Business Manager Phil McNally Jr. “The union gives them a voice on earning a livable wage, getting benefits, as well as helps them learn valuable skills and safety.”

The workforce also is seeing how training sets them apart getting jobs, he said.

“In the construction industry, unions also provide privately funded vocational training,” Phil Jr. said. “Trained workers are safe workers.”

Phil McNally Sr., just shy of 58 years with Local 469, teaches welding at the training center. He sees many faces come through the program because of the diversification of the

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Donnie Orr returned to the pipestrade after a 7-year break. The fifth-year apprentice is honing his skills at the 469 training center.
trade and the center’s reputation for excellence.

“It’s a top-notch training facility,” he said. “They also have the best shot at getting any work in construction. . . . You learn so many skills that when some work drops, other work picks up.”

Continued skills development is another key to staying with the union because it keeps members attractive to employers looking for safe, quality workers.

Donnie Orr, 36, came back to the trade after a seven-year career in boxing. He’s now a fifth year pipelining apprentice.

Before boxing, Donnie did some pipelining for a non-union company out of state. That experience led him to seek training from the union. When he moved to Arizona, he transferred into Local 469.

“They opened their arms and treated me fantastic,” Donnie said.

That’s brotherhood, said Phil Sr.

Skylar Daniels, 27, learned about Local 469 online. He was at a crossroads trying to decide on a job or career. He realized that he wanted a career that offered good pay, an ability to improve skills and great benefits. He got it all through the apprenticeship program. He is expected to be a journeyman by the time this article comes out.

Union membership amounts to getting a 27.1 percent income bump, according to the latest government data. In 2012, among full-time wage and salary workers, union members had median weekly earnings of $943, those who were not union members had median weekly earnings of $742. Arizona figures were not available.

 Plenty of Arizona workers share their stories of good wages. Patricia, for example, said she loves that she isn’t struggling like many of her friends. She said many are unemployed. The few with jobs are making $10 to $15 an hour, a fraction of what she gets on welding jobs.

“Our guys just want the American dream to own a home and take care of their families,” said Phil Jr.

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**Quick fact about unions in the United States:**

- Just 6.6 percent of private-sector workers belonged to a union in 2012, or about 7 million workers.
- In construction trades, union membership made up 13.2 percent of workers.
- Median income for union members in construction was $1,086 compared with $722 for non-union workers.
- Black male workers had the highest percentage of union representation, at 14.8 percent.
- Hispanic union workers had median incomes 58.5 percent higher ($840) than their non-union counterparts ($530).
- Black union workers had median incomes 30.9 percent higher ($784) than their non-union counterparts ($599).
- White union workers had median incomes 27.7 percent higher ($973) than their non-union counterparts ($762).
- New York had the highest union membership rate, at 23.2 percent.
- North Carolina had the lowest, at 2.9 percent.
Keeping an eye out for new business opportunities

As we get rolling from a slow start at the beginning of the year and the increase in workloads at our semiconductor plants, we need to keep our eyes on the Commercial 1 work in Arizona.

The type of work that falls under the Commercial 1 category fulfills a large amount of our work scope.

This work includes hospitals, data centers, shopping malls, high-rises, water treatment plants, stadiums and sport training facilities, food processing plants, and educational campuses.

These projects, known as bread-and-butter work, supply good jobs for our members. They also allow our members, who cannot work at Intel, to maintain a good living in the trade outside the semiconductor world.

Contractors working to stay competitive

It’s no secret that it is getting more and more difficult for our contractors to be awarded these bids. Our signatory contractors know that to work in this market, their profit margins need to stay very tight to get the job. Even when our contractors submit low bids, they can still miss out on a good portion of the work.

469 making efforts to cut contractors’ costs

What can we do as working partners to help get this work awarded to our contractors?

Our current collective bargaining agreement contains wording that allows our contractors to use metal trades employees in their work force.

By working with the contractor’s corresponding business agent, a crew consisting of a metal trades journeyman and building trades apprentices can help tighten the gap between the costs for signatory and non-signatory contractors.

Some of our contractors have had difficulty using this concept to land more work. They could possibly be concerned that 469 might not be able to supply them with good metal trades hands in a timely manner. Or, they may worry that the BTJ supervisor, who has been with the company a long time, does not embrace the metal trade theory.

Despite fears, change will lead to more work

Whatever the reason, the time has come for us to start changing the way we look at work so we can get more of it.

Some of our members fear that a metal trades program might take work out of their hands. This is quite the contrary if the concept is used correctly. Using a mixed crew of metal trades journeymen, building trades journeymen and apprentices would lead to

“We need to be open to change, and be progressive and pragmatic in our way of thinking if we wish to make this work our bread and butter once again.”

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Play ball!
W.J. Maloney is currently installing the plumbing for the Chicago Cubs Spring Training Facility and the City of Mesa Recreation Facility. Site Supervisor Aaron Fast says the facility will have more than 260 toilets in the park campus, along with many administrative buildings and concession areas. The contract with W.J. Maloney also includes a site-wide drainage system with miles of cast iron pipe.

Helping to secure our border
The new Nogales Mariposa Port of Entry has come a long way in the past year! One of the biggest challenges of this job results from the need to keep Interstate Highway 19 open for all traffic while construction proceeds. Additionally, security badging remains very complex.

Fun Fact
The Chicago Cubs have been training in Mesa intermittently since 1952 when the park was known as Rendezvous Park.

Site Supervisor Robert Biallas estimated that more than 3,000 trucks per day cross into the United States during the peak of produce season.

Bread-and-butter work downtown
There will be a new recreation facility on Arizona State University’s downtown Phoenix campus thanks to the work of W.J. Maloney.
A mix of building trades journeymen, apprentices and metal trades journeymen make up the 469 contract crew, which is one

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Since we are now well into the year 2013, we are once again looking at the issues that face us and the opportunities that they represent.

Since around November, we have been anxiously anticipating the changing process at our large microelectronic customer in the Southeast Valley. We know that the client decided to reposition some of the scheduled tools for the newest fab into one of the three existing fabrication facilities at that site.

We also know that based on that realignment of tools, our work opportunities for the man-hours required to install those tools will eventually increase. That’s because the tools weren’t originally planned for where they will eventually be installed.

That change could require substantial re-piping in the existing fabrication facilities, which would increase the manpower and man-hours required to perform that work.

We look forward to decisions being made that not only determine the re-routing of tools to the existing fabs, but also regarding how to best complete the newest, largest, fastest wafer fabrication facility in the United States.

**Moving forward**

Every year for the last few years, we have been granted permission to serve a Lunch on the Lawn at the state Capitol to legislators, their staff, and anyone else who we can talk into stopping by and having a burger or a hot dog with us. It’s huge for getting our views heard.

Simply serving lunch to all interested parties isn’t enough to satisfy, though. We have a high mark to reach.

Last year, Local 469 was selected by the Capitol Times as having the “Best Lawn Event” at the Capitol. Now we must continually strive to make this event memorable, not only for us and our membership, but also for lawmakers and the staff at the Capitol. We worked hard again this year to make it memorable, and we hope win the lawn competition again this year and in future years.

In order to be an ongoing success, we need your support in attending these types of events. We need you to take the opportunity to speak with your elected representatives and their staffs whenever possible. We also, once again, need to show everybody that Local 469’s 100-plus years of history isn’t a fluke. We intend to be here for the next 100 years, too.

The only difference is that with the more than 100 years of success that we’ve had, we are now moving into the next 100 years emboldened and even more excited about the opportunities that will present themselves.

**Building our future**

We appreciate the chance to serve the membership as we move into the future.

We believe that the partnership between our members and our contractors will continue to provide our workforce with excellent opportunities to shine a light on the good work that they do, as well as provide many more opportunities for success in the future.
2012 ranks among Local’s more prosperous years

Last year provided us with one of the most prosperous years our Local has seen. With the construction of Fab 42 and the Solar plant, we hit more than 5.5 million man-hours. While those numbers are extremely high—massive projects contributed to a large percentage of those hours—I think that type of a year should be our goal every year.

When you look at a project that uses our systems to make its final product, whether it be microchips or electricity, Local 469 is very successful. These end users can see the value in our work; they realize that it takes the best craftsmen in the country for their plants to flourish.

Breaking into new markets

The problem arises when we try to break into markets that use our systems for comfort. The end users have created a paradigm that replaces quality for cost. As long as the air conditioner comes on and the toilets flush, they believe they have a good system.

This is where it gets challenging for our contractors to win commercial projects. It is no secret that our average journeyman costs 40 percent more than his non-signatory counterpart. So how do we fill that delta?

New strategies to develop business

Traditionally we have lobbied end users about the benefits of spending the extra money on our guys because our employees have health care and privately funded education. This tactic works well in hospitals and colleges, but we are still missing the mark in lower-end commercial projects.

Some of the tactics the agents and manager are discussing involve using outside fabricators on these lower-tier jobs. We also are contemplating raising the journeyman-to-apprentice ratio, as well as increasing the responsibilities of metal tradesmen and jobbers.

Incentives possible for select projects

These are accommodations that would be made on lower-tier commercial projects and would not affect our traditional work scopes. While I understand that some of these ideas may be hard to swallow at first, we must keep in mind that if we can increase market share, it is a win for all of our members.

It is the goal of the leadership at Local 469 to increase employment and market share. So when you see these changes coming in the future, please embrace them.
Here we are early in the year hoping 2013 will provide strong employment. The calls have slowed down, and a lot of members have been sitting at home waiting for good news. But I have been hearing positive feedback that the call will come in soon.

Intel had postponed tool install for Fab 42 and decided to relocate 500 tools into Fabs 12, 22 and 32. We were told Intel would soon start manning up for this.

Last year was a banner year with Local 469 members working more than 5 million man-hours. That was quite exceptional. I don’t know if we will see another year like that, but with Intel talking about tooling up Fab 42 after the tool set in Fabs 12, 22 and 32, it ought to be another good year.

Keep up with training and certifications to get hired

I have many members who sit for extended times waiting to go out, and they wonder why they can’t get a call. A lot of these members do not have any skills other than what they learned in the apprenticeship or in the field – no certifications or special training.

Times have changed, and in order to keep yourself on top of the game and more employable, you need to put as many tools on your belt as possible.

What I mean by that is go to the training center and sign up for classes. Learn something new. Get your PVC bonding certifications, medical gas certifications, rigging certifications, PVDF certifications or tube bending certifications.

Learn how to weld or get your weld certifications current. Take a class in detailing or CAD. All of these things will help get you out of the house and on the job more quickly.

Now is the time when things are slow to get some of these certifications before the big crunch starts again. I cannot stress that enough.

Staying ahead of the non-union

We as union members need to always be one step ahead of the non-union element. The more we educated ourselves, the more we leave the non-signatory contractors behind us, eating our dust.

CAD and BIM are examples of our changing trade. I keep seeing more and more calls coming in for hands with experience in computer-aided drafting. Someday the detailers of today, who are drawing with pencils and paper, will have laptops in the field taking measurements and inputting them directly into the computer.

After they finish drawing the ISO, they could send it to the fab shop via the network and have the fab shop print it out there.

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Thanks to everyone for your hard work!
Local 469
Annual Picnic 2013
Thanks to everyone for your hard work!
Our apprenticeship has ramped up for the classes necessary to get the certifications required for working on select jobsites, especially Intel and the semiconductor facilities.

**Tube Bending**

Ongoing, week-to-week classes include tube bending, which is now being taught by two different instructors. Bob McMillen has developed this course for the specific jobsite tube bending and the mathematics that goes along with the tube bending. We have another instructor, Brian Sutton, who has taken on the tube bending class.

The two of them will alternate teaching the classes. This certification needs to be kept current every three years. These classes are filling up rapidly, and they are full into April.

**Detailing**

These classes are taught almost quarterly, and the next available class runs seven weeks from May 14 through June 27. The class begins at 5 p.m. and ends at 9 p.m. on Tuesdays and Thursdays. The next class after the May class will be September. Those interested need to register early to get enrolled. Detailing is an essential part of the semiconductor facility build out.

**CAD Level I**

The next available class runs July 8 through August 28. The class lasts eight weeks, and takes place Mondays and Wednesdays from 5 p.m. to 8:30 p.m. The next available class begins September 30.

**CAD Level II**

The next available class is August 20 through October 24. The class runs for six weeks, and you will go Tuesdays and Thursdays from 5 p.m. to 8:30 p.m. There will not be another class this year unless there is a great need for CAD people in the field.

**Orbital Welding**

The next available class takes place Tuesday and Thursday nights from 5 p.m. to 8 p.m., and it is a five-week class that starts on March 25 and runs through April 24. The next available class on Monday and Wednesday nights would run from May 13 through June 12.

These classes are filling up fast and several classes are full at this time. We have orbital

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Upcoming class information listed online

1. Log onto www.pipetrades.org
2. Roll your mouse over the Training Center tab at the top of your screen.
3. Click on Upcoming Classes.

On this page, you’ll find a list of all upcoming classes, along with dates and times. On this site, you can also register for SSTA.
You might imagine that Bob McMillen could spend his days fishing or kicking back enjoying retirement. He is a 50-year member of Local 469, with a long, well-respected career.

But he’s got a skill to share – one that is in top demand in the Arizona job market, particularly in semiconductor construction. So he’s taking a little time away from his leisurely retirement lifestyle to teach younger pipefitters the art of tube bending.

“I’m just passing on a skill. I know people who need it,” Bob says, matter of factly.

That skill requires practice and patience to get it right, he says. And it’s a skill that’s evolving.

“When I got in the trade it was cast iron pipe and copper pipe,” he says. Now different pipe materials and technical advances make it necessary to learn more.

Bob started in the pipe trades back in 1961 after deciding college wasn’t in his future. “I liked working with my hands.” The field offered good pay, too.

**Tube bending knowledge leads to good-paying jobs**

To stay on top of your field and pay these days, tube bending is a valuable skill, Bob says. The biggest tube bending jobs are in semiconductor construction. Those jobs require certification to be considered for work.

Speaking of stainless steel tube bending, Bob says, “You have to bend it right. I teach tricks to massage it to be what it can be.”

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Instructor Bob McMillen supervises Thomas Parachou as he works on following tube-bending instructions.

**Popular classes soon expanded**

Bob started teaching about two years ago with a class per month. Each was small, about 10 to 12 students to provide as much one-on-one instruction to be helpful. Demand grew, and then two classes were offered monthly.

He’s recruited help for the classes, so that he’s still able to enjoy some R&R as well as time “piddling” – as he says – making a variety of things out of copper, including key rings and decorative art pieces.

**Tough standards lead to excellence**

Though his new career is part-time, he’s not easy on his students. “There’s no curve. It’s a zero or pass,” he says. “You get it right or you fail.”

“...continued on page 30...
Growing up, David Schroder always seemed to be getting into his father's tools.

The reserved 20-year-old recalled always liking to work with his hands, so he'd tinker with stuff. For a while, he focused on cars, even taking a job at a lube-and-tire shop just to get time under the hood. Welding, however, quickly became a passion after taking a class in high school.

Following his father's footsteps

So it wasn't exactly a shocker that he'd choose a career where he'd be working with his hands and welding. It was, however, a nice surprise to his dad that he'd follow in his footsteps in the pipe trades.

“I could never do an office job, a desk job,” said David, who is in his second year of 469's apprenticeship program. He's currently working on his welding certificate.

David said his dad told him about 469's apprenticeship program since he had an interest in welding, but that his father never forced him into the trade.

David’s dad, Drew Schroder, is the operations manager for Bel-Aire Mechanical in Phoenix. He entered the pipe trades back in 1973. He was a journeyman and “boss” – as David puts it – by the time David was born.

David is the only one of Drew's three sons who followed in his footsteps.

“I always told my kids growing up (that) I hope you do what you like doing because you're going to do it all your life,” Drew said.

Quiet, but hard working

“He wasn't much of a conversationalist. He's pretty quiet,” said Drew, when asked about what his son talked about as potential careers when growing up. “He was always interested in working on cars and working

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In late 1969, Local 469 member Bill Brown had no idea that a pipe trade union existed in Arizona, let alone that it would play such a major role in his life.

It provided him more than a paycheck; it provided a community.

The opportunity to belong to Local 469 came serendipitously to Bill. Although he did not set out to work in the pipe trades, Bill has, over the course of his 40-year career, become an accomplished tradesman.

Now retired, he continues to seek out ways to pass on his knowledge to members of the Local and of the community.

Finding the perfect career
As a returning Vietnam veteran of the Marine Corps, Bill knew that he wanted a job that allowed him to work and train simultaneously. In search of this ideal profession, Bill took a trip the Department of Veterans Affairs. That’s when he learned that Local 469 was one of the organizations in the Valley that not only sought returning veterans, but also treated them well.

However, Bill soon realized that entry into the 469 at that time was a long waiting game.

“At that time they [Local 469] didn’t take many apprentices. I was No. 6 on the list and it took a little over two years to get into the program,” explained Bill. “But, it was well worth the wait.”

During his career, Bill has worked on a wide range of projects during his career, including a local semiconductor manufacturing plant, Valley hospitals, data centers, residential work, high-rise buildings and the Central Arizona Project.

Dedicated to teaching local youth
Now that Bill has retired, he nonetheless continues to pass on his passion for pipe fitting to those inside Local 469 and out.

To help the community-at-large, Bill spends time teaching Arizona youth that they have more options for careers than they may think.

Three years ago, Bill, along with other 469 members, began a program in connection with the Boy Scouts of America where the participants not only get a hands-on experience learning the trade, but also earn their plumbing merit badges.

With two grandsons of his own that went through the program, Bill sees this as an opportunity to educate children that they can still have a lucrative career, even if they don’t want to attend college.

“I heard about the badge and I thought ‘Why aren’t we doing this?’” said Bill. “Why aren’t we providing this experience for them [the scouts], who may want to come
2013 Pin Ceremony
A motorcycle accident last summer changed Doug Hocker’s life. The journeyman plumber spent weeks at a hospital hanging on to his life. He’s grateful to be alive, but now relies on a wheelchair to get around.

The challenges resulting from the accident are a little less daunting, though, thanks to the support of his brothers and sisters at Local 469. They filled the hospital waiting room as they came and supported his family during the month Doug was in the hospital. They also gave him the ability to move around his home after returning from the hospital.

“I cried,” said Doug, 40, of Mesa, as he talked about the gift. “This whole thing has put such a toll on my family. Losing (use of) your legs is pretty dramatic, and then seeing the people in my trade - out of the kindness of their heart - pull through and help out, it brings the brotherhood back to being part of the union.”

**Bring on the brotherhood**

Scotty Cummings, a retired 469 member who is charged with checking on sick members and widows, was touched by Doug’s story. So he sought help for Doug’s family so that coming home wouldn’t add more stress on them.

“We take care of our own. Any member that gets sick and needs help, we try to help them,” said Scotty, who calls on about 30-35 members who are ill, as well as widowed wives every month.

The cost was substantial, as workers had to remodel two bathrooms to accommodate Doug and widen doors so Doug could enter various parts of his home. The cost was covered by Local 469.

“Without them there is no way we could afford to have all that stuff done,” said Doug.

Doug said the generosity was more than the bathroom fixes. His apprentice Alicia Aguirre also stepped up by helping his family get food and raffle off a quad to raise funds to help the family while he’s unable to work. Childhood friend and fellow brother Joe Carlin helped Doug’s wife, Kathy, fill out paperwork to get insurance and benefits during a very emotional time.

The support makes Doug proud to be part of the union. It really feels like family, he said.

“Since the accident, things are dramatically different,” said Doug. And the shower and restroom just makes everything a little easier, he said.

He’s hopeful to return to work doing

**continued on page 28**
9 RULES TO FOLLOW AFTER AN AUTO ACCIDENT

No one wishes to be in an auto accident. But if you happen to get into one, be sure to follow these nine steps:

1. **Stop.** No matter how minor the accident, hit-and-run penalties are severe. Stop at the nearest point you can without obstructing traffic more than necessary. If you hit a parked car, try to find the owner. If you can’t, leave your name, address and an explanation at the scene and notify the police. Even if the accident is not your fault you can be charged with hit and run if you don’t stop.

2. **Render Aid.** Give reasonable assistance to a person injured in the accident, such as making arrangements for the person to be taken to a doctor or hospital.

3. **Get Help.** Call the police or flag down a motorist and ask them to call the police.

4. **Protect Against Further Damage.** Use your car’s flashers, flares, warning triangles or other vehicles’ headlights to warn approaching motorists of the accident.

5. **Remain at the Scene.** Arizona requires you to exchange vehicle and insurance information with others involved in the accident. You also must, upon request, show your driver’s license. Also, for your own information, write everything down. Get the names, addresses, and license plate numbers of witnesses. Measure distances and skid marks. Diagram the accident and make notes about the weather, lights, etc. Get the name and badge number of the police officer at the scene, and find out how to get an accident report.

6. **Be Careful What You Say.** Try not to express an opinion about who was at fault. Even if you think you may be responsible, it may turn out the other driver was more at fault. Concentrate on the facts, not opinions or motives, when talking to the police.

7. **See a Doctor.** Injuries are not always immediately apparent. See a doctor unless you’re sure you don’t need one.

8. **Inform Your Insurance Company.** Promptly notify your insurance company.

9. **Consult a Lawyer.** If you think you may need to make a claim for your injuries, consult with a lawyer. Get a lawyer’s advice before giving any statements.

Don’t forget to protect yourself and others by making sure you and your passengers wear seatbelts. Also, be sure to have adequate auto insurance with at least 100,000/300,000 underinsured motorist and uninsured motorist coverage.

Lou DeRoon, an Arizona attorney with DeRoon & Seyffer in Phoenix, has represented union members in injury cases for many years.
At Kinetics’ Phoenix office, the word “union” exudes a feeling of pride and the knowledge of quality workmanship.

“You can draw from the labor pool and don’t have to be concerned with what you’re going to get,” says Katherine Watson-Cruz, Kinetics’ operations manager in Phoenix.

The global contractor has been turning to UA Local 469 for many jobs, including Casino Arizona Talking Stick Resort, an Arizona State University solar project and significant semiconductor construction.

The mindset on unions differs from many contractors in Arizona, which often aren’t keen on hiring union for fear of increased labor costs. “That’s a mindset we have to change,” says Katherine.

To her team, unions represent safety and training – two keys to a successful construction job. Better skills and adherence to safety are keys to keeping down both unforeseen costs and accidents. Who doesn’t want that?

Kinetics history

Kinetics offers full-service process and mechanical contracting work, specializing in the design and installation of process, mechanical, plumbing and HVAC systems. It installs mechanical and piping systems for data
centers, hospitals, research laboratories, central utility plants, and high-rise commercial buildings.

The global company was founded in 1973 and now has about 2,000 employees at its regional offices, including 80 at the Phoenix location off the Hohokam Expressway and University.

In Arizona, Kinetics saw significant growth after it acquired Phoenix family-owned business J.B. Rodgers Mechanical Contractors in 1998. The acquisition helped diversify Kinetics’ portfolio of services, which at the time was focused on higher-tech piping projects.

This made Kinetics capable of bidding on more general industry jobs, making it much more well-rounded in the competitive construction field, said Katherine.

**Union pride**

The union spirit is deep at Kinetics. Katherine came up through the sheet metal trade back in Iowa. She estimates half the staff on the project management side came up through unions, too.

“Union experience by far has benefitted me more than an education through a university,” she says. “You get a better perspective on the work itself.”

She explains that sitting in a room with union guys before a project quickly turns into a discussion about getting the job done right and on schedule. During construction at Casino Arizona Talking Sticks Resort, she points out that many of the laborers working for non-union contractors often turned to the union guys for advice and guidance for staying on schedule.

For Katherine, whose husband is a pipefitter, jumping into a construction career wasn’t the goal when she went to college. During a summer break, her father put her to work in the office of his shop, Climate Engineers, Inc. She hated it, but found herself drawn to the shop where the guys did sheet metal work. She ended up with a construction management degree, but she went through the apprenticeship program to get field experience first. She points to that experience becoming a journeyman as the catalyst to get her to where she’s at today.

**The future**

Construction is a tough, very competitive business. Kinetics works hard to stay competitive without compromising on labor, says Katherine. The contractor keeps up to date on Davis-Bacon and prevailing wage projects and efforts to keep those jobs coming forth.

“It’s nice to bid projects…and see three other union contractors. That to me tells me the customer know the quality of union contractors,” she says.

She’s hopeful that construction will continue to recover, but she’s not anticipating huge growth. Statewide, construction jobs are forecast to grow 5.9 percent, according to the Arizona Department of Administration’s Office of Employment and Population Statistics.

“We need to get creative with the help from the unions,” Katherine says. “The more the union contractors and unions work together (to land projects)...we can figure how to get back on top.”

**“Sitting in a room with union guys before a project quickly turns into a discussion about getting the job done right and on schedule.”**

*During the Casino Arizona Talking Stick Resort project, Kinetics needed to get a 25-ton Air Handler Unit on the 14th floor.*
It is not always possible to foresee financial hardship, especially when a family has a roof over its head one day and the next those comfortable living conditions are in the verge of disappearing.

This sort of problem is exactly what Labor's Community Service Agency deals with every day. Helping people with mortgages is one of the major services this non-profit social service agency offers. Through its Foreclosure Intervention Program, LCSA has helped families avoid foreclosure for more than 15 years.

Dedicated to helping union members, LCSA office staff live that commitment. They belong to Communications Workers of America Local 7019.

Easy application process

The application process to receive help from LCSA’s mortgage assistance program is simple. The homeowner contacts the agency, and the housing counselor takes his information, reviewing it to determine the best available program.

Whether a person is underwater with his mortgage, considering refinancing or a home loan modification, facing foreclosure or is currently unemployed or underemployed and needs assistance with his mortgage payments, LCSA may be able to help.

“Unfortunately, many members who might need assistance with their current mortgage situation are unaware these programs exist,” said Jake Sedillo, executive director of LCSA.

Don’t give up hope

In such cases when people may feel that the only option is to give up, LCSA can help them find available options to save their home. One program the agency offers is called Save Our Home Arizona.

Under this program, administered by the Arizona Department of Housing, homeowners who become unemployed or underemployed may qualify for mortgage payment assistance for up to $2,000 per month for 24 consecutive months.

While enrolled in the program, participants receive help from LCSA counselors, who advocate on the family’s behalf.

continued on page 32

Services offered by Labor’s Community Service Agency:

- Foreclosure Intervention Program
- Affordable Housing
- Home Rehabilitation
- Transitional Housing
- SHIFT Program
- YouthBuild Job Training
Call APACC 24 hours a day for all your heating, cooling and plumbing needs.
At your door in 4 hours, guaranteed.

877-58-APACC
(27222)

www.APACCcarizona.com
Visit us online for printable coupons!
Medicaid expansion would lead to health-care construction and jobs

An ongoing discussion we’re keeping an eye on is the potential of Arizona expanding its Medicaid system. If expanded, roughly $1.6 billion in federal aid would flood into the state in 2014.

Some of that money would fund health-care construction, such as new hospitals and health centers. Local 469 members, with their medical gas certifications and health-care construction know how, would be in a prime place to win some of those jobs. We’ll keep you posted on that discussion as it develops.

Continuing our political vigilance

Our political efforts are inseparable from Local 469’s commitment to making sure our members lead good lives with good-paying jobs, benefits and the ability to organize. Because of our political efforts, we can call politicians about to vote on important bills and educate them about our point of view. Our friends in office will not only pick up the phone, but they’ll listen.

Those sort of relationships don’t come easy, and they’re only as good as the next election. That’s why it’s so important to get active and stay active. Our livelihoods and the existence of our union depend on member engagement.

We need you to stand with us. The more of us that stand together – volunteering and making our voices heard – the stronger our union will be.

Helping East Coast Brothers

Hurricane Sandy devastated New York and New Jersey back in October 2012. The impact of Hurricane Sandy continues to be felt, as families put their lives back together.

The American Red Cross and the Federal Emergency Management Agency (FEMA) have been inundated with requests. As of Feb. 21, FEMA had more than 525,700 requests for help and had approved $1.27 billion in assistance.

“Oh my goodness. You hate to see people suffer like that and there’s absolutely nothing you can do about it when Mother Nature lets loose,” said Scotty. Not surprising, it was a unanimous decision that the brothers and sisters of 469 needed to help.

“No one person makes the decision. It’s what the members want,” he said.

So 469 gave $10,000 to three groups: the UA General Relief Fund, Local 638 in Long Island and Local 1 in New York City.

“After the weather problems they had back there, … we had to help these people out,” said Scotty. “That’s what unionism is all about”
landing work we never had before, or have lost to non-signatory contractors in the past. It’s also very important that our members accept that we need to change the way we do business on the streets. What do I mean by this?

The No. 1 thing we could do to save money in the field running work is to streamline material handling. The contractor should set up a good hand to oversee material operations on a large project. Apprentices and jobbers can be used to stage the material as needed. Our current collective bargaining agreement allows jobbers to handle materials, provided they are not being rigged with a crane. Using the properly paid hand for the correct job would significantly cut our contractors’ costs on man-hour money.

**Stretching market recovery dollars**

The Market Recovery Grant Program is another method used to help get work away from the non-signatory contractors. Using metal trades journeymen and jobbers in the proper positions allows our contractors to ask for less monetary assistance from the Market Recovery Program.

This in turn allows the program to be used on more projects at one time during the bid process. A project awarded to our contractors using a market recovery grant in the bid process sculpts crew costs and allows them to know up front that the profit margin on the project is tighter than normal. This allows us to be somewhat competitive in the Commercial 1 market.

The items noted above can help us bid in the Commercial 1 world, but we will have to take greater steps in the future if we wish to stay competitive on the street. We need to be open to change, as well as be progressive and pragmatic in our way of thinking if we wish to make this work our bread and butter once again.

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Please keep in mind that our work covers this whole state. We have had calls that were not in the metropolitan Phoenix area that I had a hard time filling. If we do not fill these these job calls, we will be the ones eating the dust of the non-signatory contractors.

*Bread-and-butter-work will keep Local 469 members employed even when construction on big projects falls off.*
welding on weekends as well, and the next available class runs May 4 through June 16, on Saturdays and Sundays from 6 a.m. until 2:30 p.m.

As you can see, we have available orbital welding every day but Friday, and the demand is very high. The classes are limited to 10 people at a time because of instructor availability and the amount of equipment at the training center. There are also Orbital 227 classes available.

At the apprenticeship training center, we have several deposits that have not been claimed. Please check to see if one belongs to you, and pick it up at the training center. Thanks.

And yes, that means some students must repeat his class. His students respect his approach. “He’s a good coach,” says Jake Saal, a plumber from Glendale taking a February class to get his tube bending certificate. “He doesn’t let you get away with crap work.”

Thomas Parachou, a Scottsdale journeyman with Local 469, was getting one-on-one instruction before class. He respects Bob’s knowledge of bending, but does concur that he’s tough. “He’s not too bad if you do it right,” he concedes.

LaQuetta Moore, a journeyman steamfitter from Phoenix, raves about Bob. “He’s awesome. Very knowledgeable.”

Bob just smiles when his students talk about him. “They want to learn it (tube bending). They listen to me and put up with me.”

Keeping math simple to focus on the big stuff

He knows some guys are afraid to try bending because of the math. But it’s all pretty basic, he says. It just requires a little multiplication and some trigonometry, an area of math focused on triangles and the relationship of their angles and sides. Bob keeps the math simple and focused on what each bender needs to know to do his or her job right.

In the end, all he cares about is that his students are learning to improve their trade and, of course, bending properly. You know, the stuff that makes them employable. “I want them to look good on jobs so contractors hire them.”

Instructor Bob McMillen guides student LaQuetta Moore on a tube-bending assignment.

Instructor Bob McMillen shows some samples of bent tube in his classroom.
way to compete, said Superintendent Branden Olsen.

The more important keys to our success are the highly trained and motivated members that we can get through our Local, along with the communication that happens among company owners, supervisors, members and business representatives.

**Many man-hours worked in 2012**

2012 brought in many man-hours at Local 469, with 5 million-plus man-hours completed. Our success comes with a dedication to responsibilities and the best workplace ethics.

Team building, communication and education remain the fundamental principles of what we do.

Yes, 2013 got off to a slow start. But by all indications will finish strong as long as we are all responsible in promoting our usefulness and prosperity.

**Fun Fact**

Every truck gets unloaded at a dock-high building and inspected before entry into the United States. And, the K-9 dogs have their own facility with a kitchen and veterinarian rooms.

**Number of Contractors Man-Hours Completed**

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<thead>
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<td>49 Contractors</td>
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Star Apprentice: Welding hobby turns into pipefitter apprenticeship and a big dream

Apprentice David Schroder is building this dual-purpose Sandrail that will be street legal for desert and sand use. When complete, it will have full hood and side body panels.

Apprentice David Schroder is building this dual-purpose Sandrail that will be street legal for desert and sand use. When complete, it will have full hood and side body panels.

Pursuing perfection on the job

He’s also getting to hone his craft. “It’s something different every day,” he said, adding that he enjoys being part of the big tool installation on a huge semiconductor plant, but he can’t wait to start welding on the job. “I learn something every day while making good wages. I can’t see doing anything else.”

Dreaming of entrepreneurship

When asked about his dream job, he first says to move up the ladder. Then he starts talking about his side projects and admits he wouldn’t mind having his own custom metal works business, focused on custom vehicles and accessories.

Dad’s pretty proud. “It’s a good dream to have. I wish him all the luck.”

Agency helps members facing financial burdens

continued from page 26: Agency helps members facing financial burdens

continued from page 18: Star Apprentice: Welding hobby turns into pipefitter apprenticeship and a big dream

of getting paid to work in his craft while going to school at the 469’s training center. A big appeal of the trade is the benefits, which he said are important for his future, including health care and retirement savings. “They’re good benefits for family,” he said.

with his hands. I probably thought he’d do something working with his hands.”

His advice to his son is to work hard and learn as much as possible. That’s been a priority for David. He’s loved the idea of getting paid to work in his craft while going to school at the 469’s training center. A big appeal of the trade is the benefits, which he said are important for his future, including health care and retirement savings. “They’re good benefits for family,” he said.

David Schroder is in his second year of his pipefitter apprenticeship with Local 469.

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His advice to his son is to work hard and learn as much as possible. That’s been a priority for David. He’s loved the idea of getting paid to work in his craft while going to school at the 469’s training center. A big appeal of the trade is the benefits, which he said are important for his future, including health care and retirement savings. “They’re good benefits for family,” he said.

Dad’s pretty proud. “It’s a good dream to have. I wish him all the luck.”

Time to get back on solid financial ground

“As is common in the construction trades concerning constant work, homeowners faced with a reduction in income now can avoid a short sale or foreclosure and have two years to seek gainful employment,” said Jake. “Hopefully [by then] the economy improves and they can get back to work, but in the meantime they do not face homelessness or foreclosure.”

into the pipe trades?"

Due to the program’s success, Bill looks forward to starting a similar program this year with the local Girl Scouts of the United State of America.

**Retired, but not done working**

Though he loves the trade and all it has been able to provide for him and his family, the ability to train apprentices at Local 469’s training center inspires Bill to stay active with Local 469 despite retirement.

“It’s really encouraging with these young apprentices to see how energized they are to come into the program and how much they want to learn. It keeps me young,”

If these students are looking to learn from the best, Bill’s class is where they are going to get the top-notch instruction.

**A patient and thorough teacher**

The apprentices only get a week with Bill, but it is evident that he makes that week count.

“He’s been in the trade for a long time, and he’s well known by a lot of people and he’s knowledgeable in his trade,” said first-year apprentice Erik Morine. “What I like about him is he isn’t afraid to tell you what you’re doing wrong and how to correct it the right way.”

This correction comes in a hands-on, helping way according to fellow first-year apprentice, Lori Herriman.

“Yesterday, I was struggling and he came over and said ‘This is how you do it,’” she said. “And he took me step-by-step, and then after that I was able to do it correctly on my own. He’s very informative, knowledgeable and patient.”

Although Bill has devoted a significant portion of his retirement to teaching others about his beloved trade, praise isn’t what he’s after.

“I’m really just a simple guy,” he explained.
MEMBER NEWS AND UPDATES

Congratulations and welcome to our new members!

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<td>Nicholas Beebe</td>
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<td>Dustin Duval</td>
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<td>Johnny Rico</td>
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<td>Din Willingham</td>
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<td>Tyrell Finegan</td>
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<td>Christopher Fraze</td>
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IN MEMORIAM

Local 469 honors the following recently departed members:

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<td>06/18/2011</td>
<td>02/26/2013</td>
<td>Werner Schneider</td>
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<td>William Gibson</td>
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<td>Harold R. Seaver</td>
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<td>Dee Martinez</td>
<td>09/19/1970</td>
<td>12/14/2012</td>
<td>Mark Slusar</td>
<td>09/22/2005</td>
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<td>Richard Mata, Jr.</td>
<td>03/16/1996</td>
<td>02/04/2013</td>
<td>Bobbie Trotter</td>
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<td>Mark New</td>
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<td>02/21/2013</td>
<td>Jerry Walby</td>
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2013 UPCOMING EVENTS

**Union Meetings**
Friday, April 19, 6 p.m.
Friday, May 17, 6 p.m.
Saturday, June 15, 10 a.m.
Friday, July 19, 6 p.m.

**Retirees’ Meetings**
Tuesday, April 9, 10 a.m.
Tuesday, May 14, 10 a.m.
No meeting in June, July and August

*Unless otherwise noted, all events take place at the AZ Pipe Trades 469 Hall, 3109 N. 24th St. Phoenix.*
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

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Signature

Send us your pictures by emailing yvette@thetorresfirm.com
SHARE YOUR PICTURES!

Got a great snapshot of a hunting or camping trip? Recently celebrated a major family event?

We’ll showcase your good fortune in the next edition of the AZ Pipe Trades Reporter.

Email pictures and a short description to yvette@thetorresfirm.com