INSIDE

Be prepared:
Jobs on the horizon
- Page 6

Critical skills needed for landing work
- Page 11

New hunting and fishing license fees
- Page 34
Painting a house requires a lot of prep work before you can break out the brushes and rollers. The same principle applies to creating good-paying jobs. The members of UA Local 469 did a lot of sanding in 2013 that will help spruce up job prospects in the coming year—and beyond.

The BIG Day of Action—the largest such event in the history of UA Local 469—drew more than 170 members who spent the day working to help our endorsed candidates for Phoenix City Council. And while it was the biggest event, it wasn’t the only volunteer event. Local 469 hosted phone banks, and members participated in sign pounding and literature drops.

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“The efficiency and safety of our highly-trained members is the best advertisement for the benefits of using union labor.”
ELECTION YEAR PRESENTS OPPORTUNITIES FOR GREATER GAINS

Israel G. Torres
political consultant

Over the course of the past several years, working families in Arizona began the long and hard push back against anti-union forces. That hard work resulted in several key victories, and our collective voice continues being heard.

We started 2014 celebrating the inauguration of Phoenix City Councilmembers Kate Gallego and Laura Pastor – candidates we helped win last November. At the Arizona Legislature, our members were introduced in the state Senate on the first day of the 2014 legislative session by Senate Minority Leader Anna Tovar of Tolleson. This illustrates the lasting relationships we are building at all levels of government.

Our PAC is no longer just playing defense against anti-union forces. We are building on our political wins to set the agenda and create good union jobs in Arizona. We are working hard to make lawmakers locally and in Washington, D.C., aware of our agenda that focuses on creating quality jobs with good wages and benefits and improving the quality of life for working families. It is a never-ending effort. The 2014 election cycle is already here. I can't tell you how important these elections are for the future of the members of our Local and their families.

We have the rare opportunity to play an important role in electing a new governor and attorney general who will fight for working families. The governor has the power to set the budget and block any negative legislation. The attorney general has the power to investigate cheating contractors. Arizonans also will elect new state legislators and city councilors, and nine members of the U.S. House of Representatives.

The PAC committee has already started the task of evaluating candidates to ensure our PAC endorses and supports the best. Before a candidate earns the PAC seal of approval, they must complete a questionnaire, interview with the PAC committee and tour our training facilities. We give the highly pursued 469 PAC seal of endorsement to candidates who share our vision, regardless of party affiliation.

The growing strength and influence of our PAC is awe-inspiring. The 2013 BIG Day of Action was the largest in our history. We made more than 3,400 phone calls and dropped off more than 4,600 pieces of campaign literature. We couldn't have done that without you. We know it's a sacrifice to pull yourself away from your weekend - your time to be with friends and family. Your help makes a huge difference in getting the needs of the Local heard.

I encourage you to get involved whenever you can. The 2014 Lunch on the Lawn is set for April 3. It's important to maintain a constant presence at the Capitol to ensure our voices are heard. As always, I look forward to seeing the growing number of people proudly sporting an orange 469 shirt.

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The wounds of the Great Recession are healing – housing prices have bounced back and Arizona has regained about half the jobs lost during the economic collapse. While no one thinks the economy is roaring – statewide unemployment remains high – things look pretty good for members of UA Local 469.

“We’ve set records for man-hours the last two years,” says business agent Aaron Butler. “We’ve had more than five million man-hours two years in a row – which is unheard of.”

While the short-term outlook is uncertain, long-term economic forecasts suggest the jobs outlook will improve for those who update their skills.

Arizona is expected to add 70,000 jobs in the coming year, according to the WP Carey School of Business at Arizona State University. Job creation will be greatest in the Phoenix metropolitan area, where job growth is expected to hit 3 percent.

A report by a University of Arizona economist predicts Arizona job growth to accelerate from 2.8 percent in 2014 and to 3.5 percent in 2015, with state job growth beating the national average.

A big factor in job growth is population growth. While not as many people are moving here each year as before the recession, Arizona still ranks in the top 10 for population growth. The population growth for 2014 is expected to be 1.6 percent compared to less than 1 percent in 2011.

Prospects for the long-term look even better. Arizona is expected to add more than 535,000 jobs by 2020 – an increase of a little more than 20 percent. Prospects are even brighter for skilled union tradesmen. The number of welders is expected to increase 35 percent by 2020, according to the Arizona Department of Administration. Job growth for pipefitters, plumbers and steamfitters is expected to top 45 percent by the end of this decade.

The second half of 2013 saw the announcement of more than $1 billion in economic development projects that will mean opportunities in 2014 – and beyond. Apple bought the former First Solar Inc. factory in Mesa and is leasing it to GT Advanced Technologies, which will produce sapphire glass for Apple products such as the iPhone and iPad.

Construction of the factory “is on the fast track,” says Butler. The installation of condenser water systems, chiller water...
systems and inert gas systems entails the use of 48-inch pipes down to 6-inch pipes. The project means work for 200 or more Local members for most of the year.

Meanwhile, Intel, a long-time high-technology partner, will continue to provide work, even as completion of the Fab 42 project sits on the back burner.

Other announced major projects that may create jobs for members of UA Local 469 include:

- Grand Canyon University at Eastmark – the private university will be building a $150 million satellite campus in the Eastmark community near the Phoenix-Mesa Gateway Airport. Construction of offices, classrooms, labs, library, student union, dormitories and other infrastructure is expected to be spread out over seven years.

- USA Place – the new home of USA Basketball in downtown Tempe will feature a mix of luxury apartments, retail, office space, a hotel and a 4,500-seat event center. The first phase of the $350 million development is expected to open in 2015.

- Arizona Center for Law and Society – the Arizona State University downtown Phoenix campus expands with a $129 million, 260,000-square-foot building being built on a city-owned block bounded by Taylor, Polk, First and Second streets.

- SolarReserve – the $600 million concentrated solar power technology project in La Paz County is expected to create more than 400 jobs at peak construction. Work is scheduled to begin later this year.

- Marina Heights – labeled “the largest office deal in Arizona history,” the 20-acre mixed-use development near ASU’s Sun Devil Stadium will include five office buildings leased by State Farm, retail space and a 10-acre plaza that will be constructed over the next four years. The first building of 370,000 square feet is expected to be complete by mid-2015.

Many of the new jobs demand new skills, Butler says. Positions at the Apple plant, for example, require certifications in stainless steel welding and downhill welding. Jobs at Intel demand skills in orbital welding, CAD and detailing.

“To stay competitive, you need to step up your game,” Butler says.

There are opportunities for journeymen to upgrade their skills at the Arizona Pipe Fitting Trades Apprenticeship Training Center. The center has the ability to handle a spike in journeymen wanting additional certifications, Butler says.

“In the past, we have run classes days and nights – seven days a week,” he says.

Expansion of the training center is under consideration, he adds. As many as 500 travelers – journeymen from other states – with the necessary certifications are expected in Arizona this year to meet the demand for trained UA members, Butler says. Those are jobs that could be had by Arizona residents – if they take action to get the certifications.

Certification in orbital welding will boost employment options.

Marina Heights, a 20-acre mixed-use development in Tempe, may provide jobs in the coming years. Rendering by Davis Experience.

A n alliance of industry, labor, contractors, trades/crafts and educational groups developed a plan to provide a service to the community and support safety performance back in 1997 when I was the business manager of UA Local 469.

When the Southwest Safety Training Alliance was originally formed, we had most of the high-tech manufacturing facilities in the area as owner members. We had representatives from many general contractors, people from most of the building and construction trades unions, their training departments, non-signatory sub-contractors and educational entities.

It was difficult coming up with the right mix of construction and general industry courses for a curriculum we could all agree upon. We eventually settled on a plan with 15 hours of classroom instruction followed by one hour of testing.

Following completion of the 16-hour training program, the SSTA issues each student a card. This program also qualifies the individual for the OSHA 10-hour outreach-training card. To date, more than 5,717 UA members have participated in the 16-hour SSTA training course or completed the 8-hour refresher course through the Local 469 training center. That is a little more than 10 percent of all students whose training the SSTA has recorded and documented.

Our largest owner member recently made a business decision to not specify that SSTA training is required to work at their facility. They made it clear, however, that they aren’t eliminating the requirement for workers to be appropriately trained in safety. They recommended that contractors keep utilizing the SSTA.

The collective bargaining agreement for Local 469 allows dispatch by qualifications, and one qualification called out by the contract is SSTA certification. The contract has specific language that says:

6.02 To provide for a safe work environment consistent with the risks presented by a job, a Contractor shall provide, if needed, weekly jobsite safety meetings during working hours and further provide needed safety courses. Employees are responsible for securing, when needed, SSTA certification. The Joint Apprenticeship Committee is directed to provide courses in areas, such as fire extinguisher use, HAZCOM basics, lockout/toggle basics, fall protection excavation (open), scaffolding and SSTA.

Please do your part and keep your SSTA certification current.

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Chris Van Kirk
business representative

GET TO KNOW THE SOUTHWEST SAFETY TRAINING ALLIANCE

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PARTNERS MAKE PROGRESS,
SETTING STAGE FOR THE FUTURE

Rick Hudson
business representative

With the new year comes new opportunities for some contractors I work with on a daily basis.
Kinetic Systems, Inc. (KSI) is settled in its new Tucson office and busy developing work in southern Arizona.
The company's aim to get work is on target. Members of Local 469 partnered with KSI employees in late October to participate in the 11th Annual Mike Gaines Charity “Fun Shoot” organized by Sundt Construction. This is one of the major events held by Sundt each year to raise money for the Muscular Dystrophy Association to research Amyotrophic Lateral Sclerosis (ALS), commonly known as Lou Gehrig's disease.
As well as contributing to a great charity, the event was also a perfect chance to have Kinetics employees meet with Sundt Construction of Tucson, as well as other general contractors and subcontractors in the area.
The KSI/469 blasted the competition, getting the highest team score. Larry Borne, who lives in Tucson and has worked for KSI many times, got first in the individual competition.

TFS has the bug, but it is not the flu
The Total Facility Solutions (TFS) fab shop in Chandler received final approval in November from the United Association to use the UA bug, which allows TFS to build fabrications for projects in other states.
UA representative Mark Butler gave the company the green light to ship fab after inspecting the shop and getting all the paperwork in order.
The approval is great news for TFS and members of Local 469. The company plans to pre-fabricate components for PVC, CPVC, PVDF and high-purity stainless steel systems being installed in projects in California. Using Arizona labor rates to do the fabrication allows TFS to be competitive when bidding on semiconductor plants and bio-pharmaceutical plants in California.
I would like to say thanks to the fabrication team and their leaders – Mark Sanchez and Rusty Dow – for the stellar performance they have given since they have been placed in their position at the fabrication shop. They and their team are looking forward to upcoming workloads they will be receiving from outside Arizona.

Shining the blue light on welding
The Boy Scouts earning the new welding merit badge were taken care of – paired with volunteer apprentices ready to show them the ropes. But then Chris Van Kirk came up to me and said that one of the mothers would like to learn how to weld.
I said, “Sure, it would be my pleasure.”
Jori Udall's son was already learning and she wanted to try herself. So we hooked up with the proper PPE and the lesson started. Within an hour, she was welding stringer beads and by the end of the class was doing proper tie-ins on her starts and stops.
Jori was pretty jazzed that she could weld, and could not wait to get home to tell her husband. I was pretty jazzed myself to learn I could still weld and teach another person how to do it.

CHANGING BUSINESS CONDITIONS POINT TO NEED TO KEEP SKILLS UP TO DATE

Aaron Butler
business representative

The last year turned out to be a lucrative one for members of Local 469. We successfully completed several large scale projects, including the Solano solar plant near Gila Bend, the Intel Fab 42 shell, a yogurt factory in Casa Grande, and a huge expansion at CH-8.
As we head into 2014, though, the outlook is uncertain. At this point, it appears as though work will not be as busy as it has been for the last few years. We are anticipating man-hours to drop by as much as 30 percent from record highs.
It is times like these that make us realize how important it is to manage your finances and put some money in the bank during the peaks so that you are prepared for the valleys.
And it is times like these that drive home how important it is to continue to develop your skills and to get current on your certifications. Even during lean times, we consistently have a shortage of members with specialty certifications. It kills me to watch out-of-state members stay on job sites while members of Local 469 get laid off because they don't have the qualifications required to meet the needs of the contractors.

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I'd like to share some numbers with you. At the time of writing this article, we have 445 plumbers and pipeliners on List 1 – but very few of them have the welding certifications demanded by contractors.

Of those 445 members:
• Only 17 – less than 4 percent – have UA 41 certification
• Only 20 have UA 18a certification
• Only 20 have UA 21 certification
• Only 20 have UA 22 certification
• Only 25 have UA 1 certification
And there isn't just a shortage of welding certifications. Of the 445 members on List 1, only one member has CAD certifications.
Certification is the wave of the future in the piping industry. The work we do is increasingly complex and challenging and more employers want some form of official validation of worker skills.
Having these certifications can significantly reduce the time you are unemployed. These classes are available year round, daytime, nighttime, and weekends. Local 469 will do whatever it takes to ensure our members get the training needed to stay employable.
The majority of my reports are on the subject of dispatch and work availability rather than the financial aspects of the Local. And, frankly, these can be somewhat deadening.

However, I would like to take this opportunity to share some exciting news. In October 2013, Local 469’s total assets surpassed the $17 million mark for the first time in our history. This event came about even at a time of somewhat flat employment activity. I personally attribute this to a number of things of equal importance.

1. The vision of our leadership
2. The level of competency of our investors
3. The hard work and diligence of our members

Without the members performing well on the job - bringing projects in on time and within budget - we would have no future. The whole money wheel would stop, and we, as a whole, would cease to exist.

I don’t have to tell anyone how tough it is being a labor union in Arizona. Being the biggest, best, and most successful labor union in Arizona is not just something to be very proud of. It’s also something which needs to be monitored and managed with vigilance.

There have been a few jobs finishing up and some leaping out a little in the latter part of the year. This is the nature of the business that we have chosen. The good news is that we have still been able to post good dispatch numbers. And the outlook for 2014 is generally positive.

Be sure to have all your certifications up to date and sign up for new classes to put more certifications in your pocket to improve your chances of taking a work order.

I wish everyone a joyous new year. Be well.

On the baseball diamond, it’s hard for even the most-skilled hitter to compete against a pitcher who puts a little something on the ball. It’s the same on the job site. That is why it’s part of our job to keep an eye out for cheaters.

We scored a win recently when an Arizona contractor consented to a three-year ban on bidding on certain types of federal contracts after a finding by the U.S. Department of Labor (DOL) showing it violated a number of federal contracting laws. The contractor had to pay more than $145,000 in back wages, fringe benefits and liquidated damages owed workers building the federal courthouse in Yuma, Ariz.

The action was the result of a multi-year investigation by the DOL into prevailing wage and fair labor practices by AWY Holdings, Inc., which does business as Chandler-based Tempe Mechanical. Violations included failure to pay the prevailing wage, employee misclassification, and failure to pay minimum wage and overtime, according to documentation provided by the Department of Labor. The three-year debarment covers projects subject to the Davis-Bacon Act and the Service Contract Act.

The Department of Labor sought debarment, which bans the company from bidding on projects using using federal funds, for three years because the Chandler company has a history of wage violations. Two other Department of Labor investigations in the past 10 years resulted in about $108,000 in back wages owed to workers related to Davis-Bacon and fair labor violations.

The Davis-Bacon Act requires contractors on federally funded projects pay laborers and mechanics a prevailing wage set by the U.S. Department of Labor. The law is designed to protect local businesses bidding against contractors whose bids are based on below-market wages.

Contractors trying to skirt the law need to know the Department of Labor and others, including us at Local 469, are watching to make sure everyone plays by the rules.

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Everyone plays a role in maintaining a level playing field.

Mel Ingwaldson business representative
2013 Children’s Christmas Party

Photos by Andrew Siminski
The Arizona Pipe Trades Apprenticeship Training Center has several ongoing programs designed to help our contractors by keeping the skills of our members up to date. The training center is now testing welders before they are dispatched. This should cut down on costs to our contractors because only qualified welders will be dispatched.

The training center is also testing experienced pipe trades personnel for the metal trades program to help our business agents with their organizing efforts.

Meanwhile, our apprenticeship program grows almost daily. We have about 575 apprentices and applicants—and more than 300 people on the waiting list. Enrolling the apprentices in classes through Gateway Community College and juggling schedules takes some effort. Rodney Pack, our technical education director, has to make sure we’re not creating a hardship by taking too many apprentices from any single contractor from the job site to put them into the classroom. About 50 apprentices will turn out this year.

Apprentices will benefit from improvements to the training center. The electrical service to Building Seven has been beefed up to provide the different voltages needed for the instrumentation program taught by Shawn Masterson. There is also a new electrical panel at the rigging structure so welders can make position welds in simulated field conditions. The rigging structure also has piping displays where the apprentices can learn to complete material take-off, pipe routing, hangers and supports.
STAR APPRENTICE: CODY REUTHER

Love for welding turns into a winning career

Cody Reuther knows that if you want to win, you’ve got to practice.

So, twice a week after work, the fourth-year apprentice would make the trip to the Arizona Pipe Trades Apprenticeship Training Center to practice all different kinds of welding – tungsten inert gas (TIG), orbital and shield metal arc – until he got it down.

The practice paid off. In the spring of 2013, Reuther won the state apprenticeship welding competition, winning a Lincoln wire-feed welding machine, paid union dues for a year, and a $500 check from the Piping Industry Progress & Education Trust Fund, also known as PIPE.

“Winning that competition was proof to me that the harder you try, the more things will work out good for you,” he says. “If it wasn’t for the state-of-the-art welding facility and the instructors’ support, I don’t think I would have even come close to winning that competition,” Cody says.

It was an opportunity he almost let pass by.

Cody worked as a field foreman for a friend’s company after graduating from high school. He worked for several non-union companies for six years, doing mostly welding on projects that included schools and commercial buildings. “I was working day to day and paycheck to paycheck,” Cody says. “You can work your back off and you’re never sure if your position is secure.”

Meanwhile, Brad Bell, a member of Local 469, would periodically mention the training opportunities available at the JATC.

Cody says he was reluctant to join the apprentice program because he was making $22 an hour and his pay would drop as an apprentice. “I didn’t see everything I was going to gain in the future by joining the apprenticeship,”

So, in March 2011, Cody accepted the challenge and applied to be an apprentice. “The only regret I have,” he says, “is that I’m mad at myself for the fact that it took so long for me to get in.”

Cody now holds seven welding certifications, including TIG and shield metal arc welding, and wants to get more. He adds that it’s a relief knowing he has health benefits and the ability to prove themselves on every job.

At some point, Burch says, she stopped seeing herself as different and started seeing herself as a steamfitter, instead of just a steamfitter or pipefitter. Burch says, “I used to think I had to prove myself on every job, but everybody has to prove themselves on every job.”

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Melanie Burch assists a student in one of her drawing classes. Photo by Brenda Yanez.

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Melanie Burch assists a student in one of her drawing classes. Photo by Brenda Yanez.
The Arizona Pipe Trades Local 469 held its annual health fair in October 2013 to make preventative health screenings and education more convenient for employees. This past year, Local 469 added an array of cardiovascular disease screenings. The fair has long offered prostate cancer, breast cancer, and other wellness screenings such as blood pressure and cholesterol checks, as well as free flu and pneumonia shots. More than 800 members and participants attended the 2013 health fair, about 100 people more than in 2012. Thanks to everyone who assisted with the event. The 2014 fair is planned for Oct. 4.

Photos by Andrew Siminski
Arizona Plumbing and Cooling Contractors (APACC) has a reputation for friendly, prompt service and vigorous training programs. But did you know the group has been in Arizona more than 100 years?

Yes, before Arizona was even a state, APACC members have been building the state’s infrastructure and protecting the health of Arizona through proper installation of sanitary waste and backflow prevention systems.

So whether you need help with a remodeling job or require a service call, consider calling APACC.

Some frequently asked questions:

Q: Is APACC a contracting company?
A: No. APACC consists of a group of plumbing and air conditioning contractors. APACC connects Arizona consumers with these reputable contractors.

Q: Are contractors associated with APACC licensed, bonded and insured?
A: Yes. All participating contractors are licensed by the Arizona State Registrar of Contractors and meet all state of Arizona insurance and bonding requirements.

Q: What type of service technicians do APACC contractors employ?
A: APACC contractors hire only those who are drug-free, have a clean driving record, and have passed a background check.

Q: Do APACC service technicians have the training I will require for my project?
A: APACC service technicians have participated in Arizona state apprenticeships in both the plumbing and air conditioning field. Also, service techs undergo continuing education to stay at the forefront of industry standards, licenses, and certifications.

Arizona Plumbing and Cooling Contractors (APACC) LEARN MORE ABOUT APACC

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The construction industry is tough business, but W.J. Maloney Plumbing, a plumbing and HVAC contractor in Phoenix, has lasted for half a century.

As the company looks forward to 2014, the big highlight will be a May gala celebrating the company’s 50th anniversary, says Kathryn “Kitty” Maloney-Langmade, president of W.J. Maloney Plumbing.

But there also have been many tests along the way, Kitty says. And not because she is a woman in a male-dominated trade. The construction business is just plain tough.

“The constant balance to get good work, maintain a healthy backlog, come in on time and on budget, improve infrastructure and retain talented people is both challenging and rewarding,” Kitty says.

“We could not have gotten this far without the excellent work provided by our team, including the union men and women,” says Kitty. “We’re only as good as the people we surround ourselves with.”

One of the biggest problems facing the construction industry is a shortage of skilled labor when commercial work picks up, according to reports by The Phoenix Business Journal.

“That’s why I feel we are very fortunate to hire members of Local 469, because we know they’re a source for skilled labor and excellent workmanship,” says Kitty.


“Only as good as our people”

“I still can see my father spreading out plans on our kitchen table,” says Kitty.

“His work ethic and drive to do it right are still the foundation of our company values,” says Kitty. “That’s the legacy he left to us when he passed in 2006.”

She proudly beams that her team, including the plumbers and pipeliners from Local 469, works on many major projects throughout Arizona. Those include the many phases of CityScape in Downtown Phoenix, the Chicago Cubs Spring Training Facility in Mesa, the Orthopedic and Spine Inpatient (OASIS) Hospital in Phoenix and the University of Arizona Solar thermal project in Tucson.

Kitty says her goal is to encourage her employees and Local 469 members to take advantage of more education and training and continue to improve safety.

W.J. Maloney Plumbing worked on the plumbing for the new Chicago Cubs Spring Training Complex in Mesa.

Photos courtesy of W.J. Maloney, unless noted otherwise.

“Phoenix plumbing and HVAC contractor turns 50”

W.J. Maloney Plumbing team members stand outside the plumbing company office in Phoenix, Ariz. Photo by Brenda Yanez.

Anthony “Tony” Castillo adjusts a flange on a pipe and prepares it for installation at the new Chicago Cubs Spring Training Complex.

W.J. Maloney Plumbing installed the sinks in the restroom facilities at the new Chicago Cubs Spring Training Complex clubhouse.

Photos courtesy of W.J. Maloney, unless noted otherwise.
LOCAL MEMBER PROFILE:
BILLIE WILCOX
Mid-life career change makes going to work fun

Billie Wilcox grew up tagging along after her father. Working on the car? She was there. Repairing lawn equipment? You’d catch her looking over his shoulder.

“Whatever dad was doing, I would be right there trying to help,” says Wilcox, who was born and raised in Surprise.

That often meant helping out with dad’s lawn service business. “I was working in lawn service as long as I could push a lawn mower,” Wilcox says, laughing.

Wilcox eventually took over the family business—working outside, working with her hands, doing work she liked. Then came marriage and a house full of children—six total.

The years rolled on and Wilcox found herself working at a Denny’s restaurant, first as a cook, then assistant manager and then manager. She supervised 30 people and boosted revenue from about $18,000 a month to $26,000 a month.

But it lacked fun. She vented to a group of regular customers—members of Local 469.

“I told those guys I hated to be nice all the time,” Wilcox says, laughing.

Wilcox laughs a lot.

So, in 2006—at age 46—Wilcox applied for the pipefitters apprentice program.

Things didn’t start out well.

“I failed the math part of the entrance exam,” Wilcox says.

A quick tutoring session at Gateway Community College refreshed her skills, and she soon found herself on her first job in July. The jobsite was a lot hotter than working at Denny’s, but she still loved it.

As a journeyman, Wilcox found a niche working with copper tubing. Wilcox, who has four grandchildren “and two more on the way,” says she likes working with copper for several reasons.

The first is scale. Carbon steel pipe tends to have a 3-inch diameter or bigger. Copper tubing generally has a 2-inch diameter or smaller. That makes copper tubing lighter and easier to work with. Steel pipe is welded together. Copper is soldered.

“And I’m really good at soldering,” Wilcox says.

Wilcox proudly points out that she installed the piping at the first certified Testing, Adjusting and Balancing (TAB) Training Lab in Arizona at the Homer Dukes Sheet Metal Training Center.

While Wilcox got a late start in the trade, she plans to stick around for a while. She knows she needs to remain on top of her game to open up career options, so she’s taken foreman-training classes and earned forklift certifications.

“You need to look ahead. What jobs are coming up? What skills do you need for the jobs that are available?”
COMMUNITY CONNECTION

Brotherhood offers a helping hand around the house

Members of Local 469 “have been a godsend to me,” says 64-year-old Gail Kennedy. Gail’s husband, Jim Kennedy, a Local 469 plumber of 20 years, passed away in March 2013. She found herself a widow who didn’t know what to do.

It was less than a year after her husband passed that she needed assistance.

Her kitchen sink sprayer broke, along with some of the toilets in her house and sprinklers in the backyard.

“They stepped up and helped me out without a hesitation,” says Gail.

She emphasizes that she’s experienced the actions of what the “brotherhood” truly means.

“They take care of each other and of each other’s families,” she says.

She remembers how her husband loved being part of Local 469’s picnic committee, so she took over his husband’s place on the committee.

“It’s the least I can do for how supportive they are to me,” says Gail.

Gail says that without this type of support it would be tough to keep her house up.

“I’m getting too old to be crawling around on the ground to fix sprinkler systems, but I know with Local 469’s help, I will be just fine,” she says.

Letting others know there’s a support system

Jean Martin proudly says she was raised in a union home where her father was a Teamster.

She met Lester “Bud” Martin a Local 469 pipefitter/welder and was married to him for 61 years.

Her three sons and one grandson also are 469 members.

She tears up when she says how much the Local has always supported her family.

“Before my husband died, he was on dialysis, and some of the union guys put a ramp at the house so he could get in and out in his wheelchair,” says Jean.

The Local not only helps its members but also assists the family any way it can.

About a year after Jean’s husband passed away, her air conditioner started making weird noises.

She called Scotty Cummings, a retired Local 469 member, to ask if he had any service recommendations.

The Local not only bought her a new air conditioner but also replaced her old water heater.

“This is a huge blessing because I see other women, at my church for example, that don’t have this type of support and they’re really struggling,” says Jean.

She hopes the Local promotes the Widows Committee more.

She says many people don’t know about it, but if they did, they would probably do more to support it and use the offered services.

Please call the Union Hall, or return this portion, before February 25.

Member’s name: _____________________________

Number of adults attending: ___________________

Number of children under 18 attending: _________________

Volunteers are always needed! Please contact Jaime at the Union Hall 602-935-6935, ext. 102
AZ PIPE TRADES OUTDOORSMEN

Get ready for your next hunting trip

Ken Blevins bagged an elk with a muzzle-loading rifle.

Clint Langdon landed this silver salmon.

Bob Coates poses with the bull elk he shot during an archery hunt in 2013.

A day in the outdoors fosters brotherhood among members of Local 469. The event was put on by Union Sportsmen’s Alliance.

Instructors Mark Keith and Doug Anderson netted these smallmouth bass on an off day during instructor training in Michigan.

Abram Coate took this trophy during archery season.

Rich Wieting, left, presents a $300 gift card to Daniel Innes, winner of the skeet shoot at the charity event. Also pictured is Harry Innes, grandson of Daniel Innes.
Jake Gauthier, son of Local 469 member Tony Gauthier, finished 2013 a champion – winning the 150cc open class in the AMX Arizona State Championship Series. He also finished second in the super-mini class. The series consists of 17 motocross races at five tracks across Arizona. Jake, 15, also had several podium finishes in other series throughout the year.

Jake races wearing number 469 and assures his father that 469 will be his number no matter where his race career takes him.
NEW YEAR BRINGS NEW HUNTING,
FISHING LICENSE RULES AND FEES

The Arizona Game and Fish introduced a new hunting and fishing license structure at the beginning of the year. The new system is designed to be simpler, says the Arizona Game and Fish Department. Before, there were more than 40 license and stamp options. There are now just six license options and a single migratory bird stamp.

<table>
<thead>
<tr>
<th>License</th>
<th>Privileges</th>
<th>Resident Fee</th>
<th>Nonresident Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fishing</td>
<td>Allows take of all fish species statewide, including at Community Fishing waters</td>
<td>$37</td>
<td>$55</td>
</tr>
<tr>
<td>General Hunting</td>
<td>Allows take of small game, fur-bearing animals, predatory animals, certain nongame animals, and upland game birds. A valid tag or stamp is required for the take of big game animals and migratory game birds.</td>
<td>$37</td>
<td>Not available - see Combination Hunt and Fish License below.</td>
</tr>
<tr>
<td>Combination Hunt and Fish</td>
<td>Allows take of all fish species statewide (including at Community Fishing waters), small game, fur-bearing animals, predatory animals, certain nongame animals, and upland game birds. A valid tag or stamp is required for the take of big game animals and migratory game birds.</td>
<td>$57</td>
<td>$160</td>
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<tr>
<td>Youth Combination Hunt and Fish (ages 10-17)</td>
<td>Allows take of all fish species statewide (including at Community Fishing waters), small game, fur-bearing animals, predatory animals, certain nongame animals, and migratory and upland game birds. A valid tag is required for the take of big game animals.</td>
<td>$5</td>
<td>$5</td>
</tr>
<tr>
<td>Short-Term Combination Hunt and Fish</td>
<td>Allows take of all fish species statewide (including at Community Fishing waters), small game, fur-bearing animals, predatory animals, certain nongame animals, and upland game birds. A valid stamp is required for the take of migratory game birds. Not valid for the take of big game animals.</td>
<td>$15/day</td>
<td>$20/day</td>
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<tr>
<td>Community Fishing</td>
<td>Allows take of all fish species at Community Fishing waters.</td>
<td>$24</td>
<td>$24</td>
</tr>
<tr>
<td>Migratory Bird Stamp</td>
<td>Allows take of band-tailed pigeons, moorhen, coots, doves, ducks, geese, snipe and swans. Valid July 1 through June 30. This stamp is included with the Youth Combo Hunt/Fish license.</td>
<td>$5</td>
<td>$5</td>
</tr>
</tbody>
</table>

...
Renting your place? Don’t overlook insurance for what’s inside

Everyone living in an apartment or rental house has furniture, electronics, clothing and other valuables vulnerable to burglary, fire or flood. But not many have insurance to protect themselves from such a loss.

Homeowners typically have a mortgage and that means the bank requires them to have homeowners insurance to protect the lender’s collateral. But homeowner’s insurance, in addition to rebuilding a house damaged by fire, also protects the stuff inside the house.

Renters don’t have such automatic protection. Less than a third of renters buy renter’s insurance, according to a survey by the Insurance Information Institute.

And guess what? If somebody steals your flat-screen TV, your landlord isn’t buying you a new one.

Renter’s insurance, like homeowner’s insurance, covers your belongings against losses from fire or smoke, lightning, vandalism, theft and other strokes of bad luck. Renter’s insurance also includes liability coverage and covers your responsibility to other people injured at your home or elsewhere, whether by you, a family member or your pet. The liability coverage is one reason some landlords require you buy renter’s insurance as a condition of the lease.

Renter’s insurance may also pay your hotel bills and other additional living expenses if you can’t live in your home because of a fire or other covered mishap.

Renter’s insurance is fairly inexpensive. The average renter’s insurance policy costs about $15 a month, according to the National Association of Insurance Commissioners. But, depending on the deductible, liability coverage and other factors you may spend as much as $300 a year.

If that cost seems too much, have you added up how much it would cost to replace all the stuff in your apartment?

A web site of the Insurance Information Institute – www.knowyourstuff.org – will guide you through a room-by-room inventory of your apartment?

You need to know the score to win credit game

You may think your credit rating matters only when you’re about to buy a house.

You’re wrong.

Your credit rating is important even if you’re not shopping for a mortgage or automobile loan. A bad credit rating may keep you from being able to rent a decent apartment. If you have a bad credit rating, not only will you pay a higher interest rate on your auto loan – if you can get one – you also will pay more for auto insurance.

A credit score of 760 or higher will get you the best rates. A score below 620 means you may not get anyone to loan you money.

A recent study on credit scores commissioned by insuranceQuotes.com found that drivers with poor credit pay 91 percent more for car insurance than drivers with excellent scores. Even drivers with okay credit pay 24 percent more than drivers with excellent credit.

Your credit rating is scored by a company called Fair, Isaac and Company and given a number between 300 and 850. The higher the number – called a FICO score – the better.

How do they determine your FICO score? The factors include:

- Payment history is the biggest chunk of the score – about 33 percent. Late payments seriously ding your score.
- New credit is about 10 percent of the score. If you apply for several loans or credit cards, your score will drop for a time.
- Credit history – how long have you been making credit payments of some kind – is about 15 percent of your FICO score.
- How much you owe makes up about 30 percent of the score. What is your total debt? What is the balance compared to the available credit? Someone who owes $300 on a credit card with $3,000 credit limit will score higher than someone who owes $2,000 on the same card.
- Your credit rating is important even if you’re not shopping for a mortgage or automobile loan. A bad credit rating may keep you from being able to rent a decent apartment. If you have a bad credit rating, not only will you pay a higher interest rate on your auto loan – if you can get one – you also will pay more for auto insurance.

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- New credit is about 10 percent of the score. If you apply for several loans or credit cards, your score will drop for a time.
- Credit history – how long have you been making credit payments of some kind – is about 15 percent of your FICO score.
- How much you owe makes up about 30 percent of the score. What is your total debt? What is the balance compared to the available credit? Someone who owes $300 on a credit card with $3,000 credit limit will score higher than someone who owes $2,000 on the same card.

<table>
<thead>
<tr>
<th>FICO score</th>
<th>Interest rate</th>
<th>Monthly payment</th>
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</thead>
<tbody>
<tr>
<td>760-850</td>
<td>3.872%</td>
<td>$459</td>
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<tr>
<td>700-759</td>
<td>5.466%</td>
<td>$477</td>
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<tr>
<td>680-699</td>
<td>7.346%</td>
<td>$499</td>
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<tr>
<td>660-679</td>
<td>11.107%</td>
<td>$545</td>
</tr>
<tr>
<td>640-659</td>
<td>16.367%</td>
<td>$613</td>
</tr>
<tr>
<td>620-639</td>
<td>19.02%</td>
<td>$649</td>
</tr>
</tbody>
</table>

Source: MyFICO.com

A good credit rating can save you money on home mortgages, automobile loans and other loans. In some cases, the difference can be substantial.

If you apply for a 60-month new car loan of $25,000, this is what you can expect to pay each month, depending on your FICO score.
Congratulations and welcome to our new members!

<table>
<thead>
<tr>
<th>Name</th>
<th>Initiation Date</th>
<th>Name</th>
<th>Initiation Date</th>
</tr>
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<tbody>
<tr>
<td>Richard Aguyao</td>
<td>Sept. 6</td>
<td>Marco A. Guzman</td>
<td>Dec. 21</td>
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<tr>
<td>Mike P. Alldaco</td>
<td>Oct. 2</td>
<td>Kasey K. Hansen</td>
<td>Sept. 21</td>
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<td>Thomas M. Anderson</td>
<td>Sept. 21</td>
<td>Chad T. Hargrave</td>
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<td>Samuel W. Arrowood</td>
<td>Sept. 21</td>
<td>Paul R. Hatch</td>
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<td>John C. Barron II</td>
<td>Oct. 23</td>
<td>Kelly Henry</td>
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<td>Cynthia M. Beasley</td>
<td>Oct. 18</td>
<td>Lenroy (Wendell) Hercules</td>
<td>Sept. 19</td>
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<td>Jason R. Beclund</td>
<td>Sept. 21</td>
<td>Ryan J. Holm</td>
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<td>Joshua J. Bedford</td>
<td>Nov. 15</td>
<td>Joe R. Hochkiss</td>
<td>Aug. 20</td>
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<td>Steven R. Berardi</td>
<td>Nov. 15</td>
<td>Kyle T. Jackson</td>
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<td>Iverson A. Bokisch</td>
<td>Sept. 25</td>
<td>Preston L. Jackson</td>
<td>Nov. 15</td>
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<td>Jonathan B. Breese</td>
<td>Oct. 18</td>
<td>Ryan B. James</td>
<td>Sept. 21</td>
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<td>Beau C. Browder</td>
<td>Nov. 15</td>
<td>John C. Jensen</td>
<td>Sept. 21</td>
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<td>Joseph W. Cadieux</td>
<td>Oct. 2</td>
<td>Brandon W. Juwig</td>
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<td>Jensen C. Caldwell</td>
<td>Sept. 21</td>
<td>Jose L. Lara</td>
<td>Nov. 21</td>
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<td>Dale N. Chapman</td>
<td>Oct. 3</td>
<td>James T. Lili</td>
<td>Sept. 21</td>
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<td>Brock M. Charles</td>
<td>Nov. 15</td>
<td>Marcos J. Lopez</td>
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<td>Omar F. Chaudhury</td>
<td>Nov. 15</td>
<td>Jonathan D. MacInnis</td>
<td>Dec. 21</td>
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<td>Aaron B. Clayborn</td>
<td>Sept. 21</td>
<td>Robert S. Markel</td>
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<td>Dwayne J. Cooke-Flores</td>
<td>Dec. 21</td>
<td>Jeff E. Markind</td>
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<td>Ruben Cruz</td>
<td>Oct. 21</td>
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<td>Cody C. Curtis</td>
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<td>William B. McCain</td>
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<td>Troy E. Davis</td>
<td>Oct. 18</td>
<td>Aaron Q. McDowell</td>
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<td>Danny D. Deese</td>
<td>Oct. 18</td>
<td>David M. McFarland</td>
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<td>Dominique T. Draper</td>
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<td>Caleb J. Meekler</td>
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<td>Craig Eckwood</td>
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<td>Erezson M. Morrison</td>
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<td>Jacob A. Edwards</td>
<td>Aug. 20</td>
<td>Harlan P. Munro</td>
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<td>Michael D. Eppard</td>
<td>Nov. 15</td>
<td>Jared G. Nez</td>
<td>Dec. 21</td>
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<td>Shane T. Fitzpatrick</td>
<td>Oct. 18</td>
<td>Loren T. Nez</td>
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<td>Aaron M. Folts</td>
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<td>Titus M. Nez</td>
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<td>Daniel A. Friedel</td>
<td>Oct. 18</td>
<td>Wesley Noel</td>
<td>Dec. 4</td>
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<td>Paul Froechte</td>
<td>Sept. 5</td>
<td>Vinny Olea</td>
<td>Dec. 21</td>
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<td>Huben K. Gajula</td>
<td>Sept. 30</td>
<td>Mark Olivas</td>
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<td>Richard Gallegos</td>
<td>Dec. 21</td>
<td>Preston L. Padlock</td>
<td>Sept. 21</td>
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<td>Christopher J. Genet</td>
<td>Sept. 6</td>
<td>Chris S. Paradis</td>
<td>Oct. 18</td>
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<tr>
<td>Gilberto B. Gillis</td>
<td>Sept. 21</td>
<td>Stephen J. Paradis</td>
<td>Sept. 21</td>
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<tr>
<td>Gilbert J. Gillis, Jr.</td>
<td>Nov. 15</td>
<td>Scott L. Pettit</td>
<td>Sept. 21</td>
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<tr>
<td>Eric M. Ginter</td>
<td>Oct. 18</td>
<td>Bryan J. Phillips</td>
<td>Sept. 21</td>
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<tr>
<td>Johnathan D. Griffith</td>
<td>Oct. 18</td>
<td>Arturo G. Plath</td>
<td>Sept. 21</td>
</tr>
</tbody>
</table>

We mourn the passing of Brother Jim Rose. Jim passed away on the evening of Jan. 6. Brother Rose has been an important part of UA Local 469 for many years, having been initiated into the UA in 1980, and serving as a long-time member of the negotiating committee and a trustee for the Arizona Pipe Trades Health and Welfare Trust Fund. Jim was a second generation UA member.

Jim was married to his wife, Francine, who herself has a lifetime long background with UA Local 469. Their love for each other was obvious. Francine is the daughter of a 469 member. Her direct involvement with Local 469 goes back to the building of the power house in Joseph City, Ariz., when she worked for the contractor on the job. That was the first interaction she had with many of the Local 469 members who regularly interfaced with her in her timekeeping role. Many of our members still miss Jim as a joy to work with because she too cared about the membership.

Jim was the driving force for the increase in the health retirement account contribution during the last negotiations. Everyone involved in the negotiations respected Jim’s position and input, especially on the HRA issue. While you might not think of that as important to you today, I assure you that when you reach retirement age and you have money in your HRA to pay for your medical insurance, or other medical expenses that you have incurred, you will. Please remember Jim when you have that HRA money to spend rather than having to dip into your pension money for medical expenses in your golden years.

The office staff and your elected officers will miss Jim’s smile and his dedication to protecting the membership of Local 469. Those of you who attend our annual picnic will miss Jim’s smile when you participate in the horseshoe contest. Please think of him and be sure to smile back. He will be watching.

Local 469 honors the following recently departed members:

<table>
<thead>
<tr>
<th>Name</th>
<th>Initiated</th>
<th>Passed Away</th>
<th>Name</th>
<th>Initiated</th>
<th>Passed Away</th>
</tr>
</thead>
</table>
Union Meetings
Friday, Feb. 21, at 6 p.m.
Saturday, March 15 at 9 a.m.
Friday, April 18 at 6 p.m.
Friday, May 16 at 6 p.m.

Retirees’ Meetings
Tuesday, Feb. 11 at 10 a.m.
Tuesday, March 11 at 10 a.m.
Tuesday, April 8 at 10 a.m.
Tuesday, May 13 at 10 a.m.

Special Events
Saturday, March 1 – Local 469 Annual Picnic, Sahuaro Ranch Park, Glendale
Saturday, March 15 – Golf Tournament, McCormick Ranch Golf Club, Scottsdale
Thursday, April 3 – Lunch on the Lawn, Arizona State Capitol, Phoenix
Saturday, April 5 – Fishing Tournament, Roosevelt Lake, Windy Hill Recreation Site

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

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 ____________________________________________________________________________________________