On Saturday, June 21, 2008, a new three-year working agreement was ratified by a majority vote of our membership. This particular contract is very good for the members of Local 469. I would like to take a moment to thank each and every member who participated in this very important process. Your support is essential to the relationship our local enjoys with our signatory contractors. This relationship continues to strengthen through our understanding of contemporary business practices, industry challenges and the market nuances in Arizona.

The ratification meeting was the shortest in our history. After hearing the contract presentation, there were few questions and no debates. Even more impressive was the fact that a strike vote was unnecessary. This is indicative of a local union with a progressive, forward thinking membership. I am extremely proud of our open-minded members who know a good thing when they see it.

Our new agreement was the culmination of some very diligent work by our negotiating team. It was my privilege to work with the team members: president, Larry Savage; pipefitter/refrigeration, Mike Van Kirk; pipefitter, Jim Rose and plumber, Johnny Lucero. They are to be highly commended for their efforts.

The Plumbing and Air Conditioning Contractors of Arizona negotiating team, led by Bryan DeWitt of W.D. Manor, deserve special recognition for providing us with an open and honest forum during negotiations. They represented the contractors with the utmost professionalism throughout the process and it was a pleasure to experience both sides of the table respectfully working as a team on our future industry challenges.

This agreement provides significant wage increases, while protecting our fringe benefit contributions as well. Several new options were introduced to provide various opportunities for our industry. Among them are the incorporation of the UA Standard for Excellence, a certified welder premium, a UA/MCA certified foreman premium, a certified rig welder premium and a working small tools list, among others.

This is the first statewide agreement and the wage increases for our Southern Arizona membership were the most lucrative in recent history. We now have a statewide apprentice wage. We managed to reduce the wage disparity between this region and the balance of the state. Our market conditions in this area will have to improve dramatically before wage parity for journeymen is reached and we will be working with all contractors to participate and drive market share up.

Now that our opportunities are secured for the next three years, it is incumbent that each of us perform to the very best of our abilities on a daily basis. It will be our performance on the job that dictates our future success. Our contractor partners have indicated they truly believe in our product: pipe trades professionals who are the most reliable in the business and who are capable of out-producing our competitors. If there is any facet of the trade that you feel could be improved, or a special skill that you want to develop, do not hesitate to contact the training center for the appropriate training. There is no better training program in the state, and it continues to improve. We need to take advantage of this incredibly wonderful asset that sets us apart.

It is only through continuous improvement that we will grow our market share in the piping industry, the market share that belongs to us, but the very same market share that will elude us if we do not make the commitment to continue to be the very best in our chosen craft. This agreement will give us the opportunity to leave an indelible mark on our communities through our good work, but only if we are in the game 110 percent. So, let us stand for saluting our past and embracing our future through quality, integrity and productivity in our unionized pipe trades practices.

Please work smart and work safe.
1910 to 1940

March 12, 1910 – United Association (UA) Local 469 is chartered in Phoenix

1912 – UA and International Association of Steam and Hot Water Fitters (IA) begin amalgamation process

1913 – UA institutes National Regulation of Steamfitters

1915 – First UA National Agreement established (creates Local 669, a road local)

1920 – New wave of strikes take place to fight wage reduction

1921 – Mandatory five-year apprenticeship is introduced

1931 – Davis-Beacon Act is established

1935 – National Labor Relations Act enabled

1936 – National Plumbers apprenticeship plan is created

1938 – UA codifies the apprenticeship program. Participants must be UA members and have a formal classroom introduction to the trade

1939 – World War II sparks a boom in shipbuilding

SPECIAL RECOLLECTIONS

Looking Back

Mel Butler Led the Apprenticeship Training Effort

For more than 50 years, Mel Butler has been recognized as one of the most influential members of Local 469. His peers and colleagues everywhere have great respect for him and praise his many accomplishments – in news and newsletter reports to admiration for the apprenticeship training center that bears his name.

Since being initiated in 1951, Butler has been an active Local 469 member who has promoted education and training as the backbone of the Local. “The proof is in the Local, its training center and our people,” says Butler, former director of the apprentice program. “We still have a lot of work to do, but with more talented guys and better facilities, we’ll get there from here.”

Butler’s main accomplishment during his more than half-century with Local 469 has been the training and education of people in a trade: plumber, pipe fitter, steamfitter and welder. However, he believes his greatest achievement is when each apprentice graduates and stays within his or her chosen trade.

“I have two pieces of advice for the younger members of this Local,” says Butler. “First, learn the trade so you have a product to sell. Second, participate in Local 469 and help develop the organization so it can do bigger and better things. If that means getting more

continued...
involved in the political arena to get politicians on our side, then that’s what we need to do to sell our work.”

Wise words from a man who not only knows his trade but also understands what it takes to push excellence to the next level.

**Marty Zuckerbrow**

Like many of his colleagues, **Marty Zuckerbrow** became a plumber just like his father. A former Marine sergeant who grew up in Brooklyn, N.Y., Zuckerbrow joined his area Local in 1950 at the tender age of 27. He moved to Phoenix in 1957 and joined Local 469.

“The brotherhood accepted me immediately,” says Zuckerbrow. “I learned that once you are a part of this Local, you are family. It’s a great feeling because you are coming from thousands of miles away, not knowing many people, and immediately gaining great friends.”

Zuckerbrow, who retired in 1979, has seen a lot of change at the Local – and that’s a good thing. “When I came here, there were about 150 members. Now, there are too many to count! The growth of the Local is something everyone should be proud of. Many of us have family members in this Local. Between the growth of the Local, better training and new high-tech materials, everything has changed for the better in my opinion.”

Zuckerbrow, who is very active in Local 469, serves on the sick committee so he can visit people and help raise retired members’ spirits.

**Local 469 is looking for the following from its members:**

- important timelines in history and what Local 469 members were doing during those times
- old photographs showing members at work, or key projects under construction

We are gathering items now. Please contact the Local 469 office or call 602.956.9350 and ask for **Scotty Cummings** if you can lend us a few precious treasures to copy or scan for the 100-year celebration.
As discussed in the last issue, the 469 political action committee (PAC) is extremely active reviewing, endorsing and supporting candidates who will be helpful to the organization and you – our members – during their elected terms.

To re-cap: the PAC, which is made of Local 469 members and elected leaders, is conducting a political program that will:

- support and help elect candidates who are supportive of our agenda
- promote policies and legislation on a local, state and federal level that are compatible and supportive of our goals and pro-labor interests
- conduct volunteer political activities in a new, centralized PAC headquarters

Choosing Candidates: Who Shares Our Values and Goals?

In April, the PAC developed a comprehensive questionnaire for candidates running for office this November. The questionnaires were used to determine who is most supportive of union labor and to gauge if they will “walk the walk” – not just “talk the talk.”

The questionnaire was sent to more than 160 state legislative candidates and about 25 federal congressional candidates. On the state level, the successful candidates will have a significant impact on the well being of 469, our members and our trade. Because of this, we must show that we have political muscle by carefully reviewing the candidates, then offering support for those that represent us best.

The PAC now is in the process of evaluating the questionnaires, interviewing specific candidates, and determining what types of support we will provide. In turn, if and when these individuals are elected, we will remain in close coordination with them to ensure they are proactively pursuing our needs and protecting our interests in the lawmaking process.

We need you: volunteers are our most valuable support for candidates. The next steps are critical. As we select candidates to support, we must have the volunteer capacity to help get them elected. This is where you come in. We need volunteers who are willing to help with the following activities:

- **sign pounding** – Volunteers will receive candidates signs (usually 10-20) to place on specific street corners. This helps with the visibility of the candidate’s campaign.
- **phone banking** – Volunteers receive a list of phone numbers of registered voters who are likely to support our candidate, and a script. Phone bankers, using a script, call voters and tell them about our candidate and remind them to vote.
- **poll working** – Volunteers place campaign yard signs near a local polling place the night before, or early morning of, the election. On election day, poll workers report to designated polling places and offer candidate literature to voters.
- **special events** – Volunteers assist at booths at events such as a rodeo or a state fair to collect signatures. They also may be asked to attend events to show a labor force from UA 469.
- **canvassing** – Volunteers receive a list of addresses of registered voters who likely will support our candidate in the neighborhood. They knock on the door and remind the voter to vote for our candidate, or leave a brochure on the door.

As a volunteer, you can choose the activity(ies) that interests you. Throughout the remainder of the election season, you may be called upon a few times to assist, for a few hours, with the activity for which you volunteered. The 469 PAC will provide you with instructions and other types of support to make the volunteer work as straightforward and hassle-free as possible.

We need volunteers! To step up and place yourself on one or more of our volunteer databases, please contact Erin Barrett at 602.626.8805 or Erin@TheTorresFirm.com with the following information:

- name
- address
- phone number
- e-mail address
- preferred activity
  (one or more of the five above)

Just a few hours of your time can make a difference. Thanks to everyone who is participating so far. Let’s make it a 469-friendly election year!
On The Business Front

Jay Tripp, business representative

In southern Arizona, work has been holding up well since late last year. We have seen a few layoffs as projects finish up, however the work outlook for construction is strong through summer. One of our newest partners, SERVITEC/Oracle Controls, has been successful in obtaining projects and has hired 14 journeymen and foremen and nine apprentices. They still are building a crew of HVAC service mechanics for their service and maintenance business. Congratulations to SERVITEC and thank you for partnering with Local 469.

R.E. Lee Mechanical Contracting is closing out a couple of large projects from 2007: St Joseph Hospital, Women’s Center and Ventana Medical. The downtown Tucson Fire headquarters project finally is moving forward and probably will require a few hands in the next four to six weeks. R.E. Lee also is bidding projects at St. Mary’s Hospital and another expansion at Ventana Medical for the third quarter of 2008. Crews continue working at Ft. Huachuca through summer.

APCON Construction still is working at the Arizona School for the Deaf and Blind at the New Student Healthcare and Vocational building. The contractor is finishing two projects at the Veterans Administration Hospital and waiting to start two more. The company also continues working at Ft. Huachuca. APCON is in the middle of a barracks remodel and is ready to start a new project at the Space Surveillance Telescope in White Sands N.M. APCON is planning to hire in the near future.

Service companies are picking up work. Record Energy Concepts has hired one air conditioning service technician and is interviewing for a second. Advanced Controls Corp has added two new service technicians for the anticipated increased workload.

Carrier Building Services is adding two more service technicians to keep up with work. Centerline Mechanical has hired one new service technician and is anticipating more openings soon. The City of Tucson just dedicated some funding to purchase 200 low flow toilets that will be installed in low income and disadvantaged homes throughout Pima County. Local 469 is going to participate in this program as a community service project.

An Apprenticeship Funding Ordinance similar to the one passed by the City of Tucson currently is working its way through Pima County and has wide ranging support from county supervisors and county administrators.

Don’t forget to volunteer for this year’s political season. Call 1.520.323.9476 and give Marsha your e-mail address. You can sign up to volunteer at that time or, soon, on the website.

Moving Forward in 2008

William Moody, financial treasurer/secretary

Please be advised that dispatch starts at 9:30 a.m. You may come to the hall prior to registration or register by phone. To register by phone, call the job line at 602.956.9702, press “1,” and leave your information when prompted. If you register by phone, leave a phone number that you will answer when called. If you do not answer, the next available member will be dispatched.

SOUTHERN ARIZONA ACTIVITY
Apprenticeship Update

Jay Casey, training director

Spring semester has ended so I want to thank the instructors and volunteers for making this an outstanding semester.

The Pima County apprenticeship funding policy that is similar to the City of Tucson ordinance was approved by the Board of Supervisors and is waiting completion of the legal language.

Pima Country’s building official is trying to delete the Uniform Plumbing Code and replace it with the International Plumbing Code (IPC). I am on the code committee and this will be a fight. We cannot let the IPC become the rule of thumb for plumbing.

The City of Tucson is looking into giving rebates to senior citizens for low flow toilets. We said that if this happens, we may be able to get volunteers to install the toilets at no cost to the seniors. If anyone is interested in helping, please call me and I’ll put your name on the list.

We are taking names for summer classes, which include SSTA, beginner welding, TIG welding, soldering and brazing, medical gas installer, backflow, tub bending and beginner computer classes. If there is a class that is not listed, call and I’ll try to get one on the books.

If you have any questions, contact the training center in Tucson at 520.622.0015.

Fishing Tournament

The annual fishing tourney was held on Saturday, April 5, 2008 at Roosevelt Lake. During the great fishing event, all – especially this year’s winners – had fun:

- Timothy Burns and Neal Burns: first place for biggest fish (4.59 lbs.)
- Bill Guy and Karen Webber: first place for largest crappie
- Mark Ayers and Russell Woolstenhulme: first place for big bass (3.97 lbs.)
Teeing It Up

On April 18, 2008, more than 100 duffers teed it up during a Local 469 golf event at Gainey Ranch Golf Club. During the beautiful Arizona day, golfers enjoyed swinging their clubs, having lunch and numerous raffle prizes. The winners of the three contests were:

- **first place team** (lowest): Gary Anderson, Mike Givler, Tim Givler, Miles Sorenson
- **second place**: Chris Dewitt, Mike Hatton, Jeff Randall, Mike Treguboff
- **third place**: Mike Gonzalez, Matt Journ, John Lewis, Mark Morris
- **closest to the pin**: Jan Marr
- **longest putt**: James Herrera, Howard Shaw
- **longest drive**: James Herrera

Ceremonial Success

The 2008 pin ceremony, which was held on **Friday, March 14, 2008** at the Mountain Preserve, was one of the largest pin ceremonies to date with more than 375 members and guests in attendance. Three hundred members received pins as we created many memories. Here is a glimpse at the evening fun.
Annual Picnic

The 13th annual picnic was held on Saturday, March 8 at Saguaro Ranch Park. More than 700 members and their families came out to enjoy music, games, food, rides and raffles.

Cut, Print!

Local 469 and the training center are each developing DVDs for use in attracting contractors and members. Here, some of the action is put onto film.

On The Web!

Local 469
Local 469 has finalized its new website. Check it out: www.ualocal469.org

Training Center
The Arizona Pipe Trades Apprenticeship Training Center website has everything you need:
- class schedules
- forms
- application materials
- wage and benefit information
- updated training information

Visit: www.pipetrades.org

If you have questions for the trust fund administration office, you now can send an email through the website and your question will be answered. If you do not have a password, call the administrative office. The site is: www.azpipe.org.

PIPE
Training classes offered through PIPE can now be found online at: www.pipetrust.org.

IN MEMORY

Local 469 mourns the following members who have passed in the last months:

- Roy Bingham, February 15
- Larry Rosenfield, February 19
- J.D. Baldwin, February 21
- Stephen Booker, February 23
- Ernest Polo, February 29
- Luella Lambert, March 4
- Charles Vick, March 11
- Oscar Rodriguez, March 19
- Donald Wagner, March 21
- Ted Keeter, March 21
- Orville Chandler, April 12
- James Hester, April 26
- Thomas Reichardt, May 9
- Paul A. Duba, May 17
- George Dudro, May 18
- John McGann, May 30
- Angel P. Romero, July 3
- Joseph Leduc Sr., July 7
Having freedom of choice make this a meaningful season for our membership. Thanks to everyone involved in collective bargaining this year. We now can build our future productivity for the next three-year term. Labor and management really came together to put our industry in the forefront of Arizona in terms of livable wages, secure benefits and profitable business relationships for the Local.

Local 469’s ability to train and secure strong union partnerships proves our commitment to being the best in the industry. Our apprenticeship, journeyman upgrade, supervision and special skills training and other available certifications continue to advance us above merit shop workers (and their low wages and benefits). This also helps us advance the cause of the right to form unions in Arizona.

A special opportunity is available to us on September 1, Labor Day. Let’s show our solidarity by attending “PIPE Day” at Chase Field to support the union and the Arizona Diamondbacks. Contact the PIPE office at 480.966.0377 to secure your family’s tickets.

While the single housing industry is struggling, the multi-family and light commercial markets are providing opportunities for market growth. One of our business partners has bids for 60,000 man-hours of apartment construction. High schools, elementary schools, office buildings and hotels are but a few of the construction projects on our contractors’ lists planned for construction this year. Yes, the financial market, food, gas and inflation have a hold on all of us, but Arizona is still a growth state. Politics will play a big part in our future so please register and vote in the upcoming elections.

Thanks to our business partners and the more than 350 members and their families that the light commercial/residential market supports. Thank God for our freedom of choice and the union way!

---

National Service and Maintenance

Larry Abril, business representative

Palo Verde

I want to thank the members who worked safely and on schedule on the successful 651-valve project. Currently, PCI and Summa have just a few members onsite. Local 469 continues to pursue work opportunities at Palo Verde.

Springerville

Fifty-plus craftsmen are working on the bag house and turbine package. Several members successfully completed a small shutdown onsite and will be onboard to complete a future shutdown at the end of summer.

Cholla

Congratulations to Frank Hubbard, Babcock & Wilcox site superintendent, on his retirement. Hubbard has been a good friend to Local 469 and our best wishes are with him.

Thanks, Frank!

Chris Goff is the new site superintendent for Babcock & Wilcox. Currently, eight Local 469 members are performing maintenance onsite and a few signatory contractors are bidding work at Cholla.

Arizona Mines

There are 20 members performing maintenance for BHP and Asarco; several mines are going through the approval process. A number of contractors, and Local 469, are tracking progress updates.

Refrigeration Service

We now have 110 members working for national contractors in the refrigeration service field. Local 469 continues to look for qualified individuals and contractors so it can increase its market share in Arizona.

We welcome EMCOR service as a new signatory contractor to Local 469.
First, I want to compliment our negotiating committee and the plumbing and air conditioning contractors for bringing an agreement to our members that was overwhelmingly ratified on June 21, 2008. This agreement will improve our productivity and provide opportunities for increasing our market share in the industry.

I have had the opportunity to speak with a number of members during the past few months regarding the UA Standard for Excellence. The current collective bargaining agreement has incorporated the Standard for Excellence within it. For those of you unfamiliar with the standard, it contains a list of member and local union responsibilities and contractor responsibilities.

To ensure the UA Standard for Excellence platform meets and maintains its goals, UA business managers, shop stewards and local memberships must ensure that members:

• Arrive on time. Adhere to lunch and break times (personal cell phones are only used at this time)
• Be prepared with required tools. Respect tools and equipment supplied by employer
• Adhere to the zero tolerance substance abuse policy
• Eliminate work disruptions
• Ensure safe on-time completion of projects
• Respect property. Vandalism is not tolerated

• Be productive and dress appropriately
• Respect and adhere to employer and customer rules and policies
• Follow management directives
• Enhance skill level by using local and international training classes and take advantage of the certification system
• Our signatory contractors have the responsibility to manage their jobs effectively. They also have the following responsibilities under the UA Standard for Excellence:
  • Ineffective managers, superintendents, journeymen and apprentices will be returned to the referral hall
  • Provide worker recognition
  • Ensure all materials needed are available
  • Provide storage for tools

BY INDUSTRY

High-Tech, High-Rises, Healthcare & Higher Education

Chris Van Kirk, business representative

In short, the United Association Standard for Excellence policy is a labor-management commitment to uphold the highest industry standards for quality in the workplace and to ensure customer satisfaction. I am excited about the incorporation of the standard for excellence into our collective bargaining agreement. I believe this is a major step forward in increasing our potential to improve our market share.

Note: If I can be of assistance on pension or health and welfare issues, please leave me a message at 602.956.9350, X112.
Several meetings were held to expedite the consolidation of Tucson into the metropolitan Phoenix apprenticeship program. All phases should be complete by July 1, 2008 and implemented by the Joint Apprenticeship Committee (JAC) shortly after. This process has brought many changes and opportunities. One of the first steps was to bring Jay Casey on as a coordinator for the new program, which will be renamed Arizona Pipe Trades Apprenticeship.

On April 29, Local 469, PIPE and Phoenix Pipe Trades Apprenticeship, sponsored the Shielder Metal Arc portion of the Skills USA Competition at Phoenix Civic Center. Each of the organizations donated $5,000. Eight members of our newly developed CWI weld committee judged and helped run the program: Scott Jennings, Suma Mechanical; Gil Chambers, University Mechanical; Mike Giuliano, Miller Bonded; Gary Daily, University Mechanical; Chuck Haworth, Metro Mechanical; and Mike Wall and James Acuna from the apprenticeship. A total of 80 individuals from high schools and junior colleges around the state attended.

Nick Peterson, Miller Welding and a member of our CWI committee, were the contest chairpersons along with a previous winner of the World Skills Welding Competition. Contestants competed in SMAW, TIG, MIG, PLASWA, OXY-ACE and written exams and interviews.

Apprentice Contest

This year’s UA state competition was broken into two parts: A written qualifier and hands-on testing May 17 at the Phoenix apprenticeship training center. A total of 29 individuals competed in plumbing, pipefitting, welding and HVAC hands-on activities. Top prizes were $500 for first place, $250 for second place and $125 for third. Lindon Welding donated a welding machine for the winner of the welding portion of competition.

Arizona Pipe Trades Apprenticeship was asked to participate in a UA designed welding program. The 16-week program will help produce more quality welders. More information on the program is forthcoming.
Mug Shots Needed

The training center encourages apprentices and journeymen to email photos so they can be included on future certifications. We need a good color head and shoulder shot for each certification. Please email your photo to: Diana Perez at dianap@pipetrades.org. If you don’t have email but do have a print, bring it in and we will scan it for you.

Photo Shoot

During the month of April and May, the training center shot photographs of Bel-Aire Mechanical and Kinetics’ CAD training areas. The training center may incorporate some of the photographs on its online training center wall to reflect the work we do on behalf of our contractors/customers.

Perez Serves The Team

Ever wonder who updates the training center website and organizes the journeymen classes for the past year? It’s Diana Perez, administrative assistant, who has been working at the center for 16 months. Prior to joining our team, Perez worked as an administrative assistant for a trucking company in California.

Perez, a California native, studied family therapy at El Camino College in Torrance, Calif., for two years, before moving to Arizona. She enjoys shopping, swimming, watching movies and cleaning her new home in Tolleson, Ariz. Married to husband Osiel, Perez and her spouse recently adopted a boxer puppy named Matilda.

Online Training

by James Herrera, program manager

I have been making changes to the current presentation of the math course. In addition, we are introducing students to a new course, Heritage and Future, which will provide valuable feedback regarding assessment style. Unlike the computer-graded true/false and multiple choice formats, this course will require short answer responses, which can only be graded manually by the instructor.

Overall, I have received insightful, constructive feedback from students that will enable me to further improve the program’s educational value for future courses. I also have gained good insight for building and teaching online courses that will permit me to better train our instructors.

In April, the training center streamlined online processes and introduced first-year apprentices to a new way of completing the required scholastics, leaving more time for hands-on training. Students moving at a faster pace through their apprenticeship will be able to complete studies in their specific trade and possibly move into other areas of the piping trade. As a result, they will become more valuable and employable tradespersons. Congratulations and good luck to everyone.
Currently, we are test-driving the online curriculum. During the week of April 21, 2008, the training center put first-year apprentices on the path toward a pipe trades education via online training. The introduction to Blackboard went well, even for people who were not comfortable with computers or online courses, as they found the technological age was easy to embrace. Early in the week, a few students expressed apprehension about not having an instructor in the classroom to guide them, but quickly found that independently seeking answers to questions and using their ability to problem-solve is more rewarding. Proactive students enjoyed moving at their own pace. A few students really excelled through the math, safety and health courses.

We have received many calls concerning the STAR exam, which is three different exams (steamfitting, plumbing and heating, HVAC and refrigeration). The exams are comprised of general industry knowledge and information taken from the UA apprenticeship curriculum and cover many subjects, from safety to math. Local 469 uses the STAR exams as an evaluation tool for candidates who are being organized. The apprenticeship training center uses the exams as apprentice turnout tests. Review classes are held every semester for the exams and any journeyperson who wants STAR certification is welcome to sit in on sessions.

Certification (NITC) proctors the exams and testing individuals have four hours to complete the exam; most individuals complete the exam in two hours or so. A deposit must be made prior to exam time. To receive your deposit back, you must complete the test. Contact the training center for further information.

Welding Upgrade Available
Members can brush up their welding skills and prepare for tests Monday-Thursday. Narrow groove is available. Welding certifications are good for six months – so, if your certification is due to expire, update it at the center’s weld lab between 5:30 p.m. and 9:00 p.m. weekdays. The center offers continuity on all UA welding certifications and medical gas brazing the first Monday of every month at 5:00 p.m., including UA-44, UA-42, UA-41, UA-22, UA-21, UA-9T and UA-18A.

Training Activities Expand
by Harry Innes, program coordinator

Early in the week, a few students expressed apprehension about not having an instructor in the classroom to guide them, but quickly found that independently seeking answers to questions and using their ability to problem-solve is more rewarding.

Classes
Call the training center recorder for class information at 602.269.8213, x125.
Although the review classes are not mandatory for journeypersons, they are highly recommended. The National Inspection Testing

Journeymen & Initiated Apprentices
In order to improve attendance and more effectively educate our membership, there is a moratorium on course and book fees for any upgrade classes as long as the individual attends and receives a passing score.

Members interested in taking an upgrade class must mail or drop off a $50 deposit. The deposit is required for any and all upgrade classes except for the UA weld certification test and SSTA, as members pay SSTA directly. There still is a $25 deposit for the UA weld certification test. This fee is refundable as long as the member shows up for the test (a passing visual examination or x-ray examination is not required in order to obtain the deposit).

The $50 deposit includes books and certification fees. As long as the member completes and passes the class, he/she will receive the $50 deposit back.

Note: This does not include tuition at Gateway Community College. For more information contact Beth Vidoni at extension 115.

Instructors Sought
If you are interested serving as one of our talented training center instructors, please contact the office at 602.269.8213.
TRUST FUND UPDATE

On The Benefit Front
by Harry Auston, account manager

There are many required employee mailings, which occur throughout the year. These mailings range from required annual reports on the financial condition of the trust funds to status reports, benefit statements and benefit changes. It is important that you notify the administrative office whenever you have an address change so we can keep you informed about your benefits and about the plans. We continue to receive many undeliverable mailings from the post office. Please let us know about any address or family change as soon as it occurs.

Recently, statements were mailed from the Defined Contribution (annuity) plan which showed balances through May 31, 2008. Please examine these statements carefully to determine that the balances reflected are correct through that period. The May 31, 2008 date marks the completion of another fiscal year. It is crucial we receive all hours and contributions from your employers so we can provide you with accurate and timely information through the end of this fiscal year.

For those covered under the Health and Welfare Fund, there will be a change in your pharmacy benefit manager, effective September 1, 2008. There will be mailings to inform you of any changes or preparations you will need to make to for the change. In order to avoid disruption, you should still be able to patronize the same pharmacies you used prior to the change. The Board of Trustees instituted the change because of the number of service issues expressed by participants.

We further understand that, soon, the new public portion of the website will be functional. The website will allow you to access information about the plans, printable forms and documents and provide links to many websites, including your medical claims history for health-related changes. If you haven’t already done so, sign onto the medical website at www.fringebenefitsonline.com, set up your secure user account and update your medical coverage. If you just want to leave a message, go onto your user account and select the “contact us” tab. We generally get back to you within two days of the receipt of your message.

If you call the administrative office’s toll-free number, you will reach a live operator during normal hours unless the lines are overloaded. The operator will direct your call to a person who can work with you most on your specific issue. If you reach our automated attendant during off hours, or when the phones are overloaded, you can connect to the correct department by listening to the menu options, or by dialing direct to the extension number of the person you wish to speak with. You can obtain a list of the names and extension numbers from the 469 office or by requesting on the medical claims website.

NEWS FLASH!

At the June 26 Board of Trustees meeting for the Arizona Pipe Trades Defined Contribution Trust Fund a decision was handed down to allow Local 469 members who currently have a Defined Contribution account to voluntarily defer a larger per hour contribution through the 401k option. The increased hourly contribution options now available to you are $6 or $7 along with the previously offered options. The IRS currently allows $15,500 for the 2008 annual limit to be deferred into a 401k account.

If you are currently contributing funds into more than this Arizona Pipe Trades account, then it is your responsibility to monitor the amount you have contributed to ensure you do not exceed the $15,500 annual amount.

The Trustees also added an open enrollment period of July and August 2008. So, any time during these two months, you may increase your 401k deferred hourly amount. Contact your administrative office for the required form to submit to your employer for processing.
At Arizona Pipe Trades, we recognize that your prescription drug coverage is an important component of your overall health benefit. In an effort to improve the quality of service you receive through our retail and mail order programs, we have made the decision to contract with RxAmerica to administer your prescription benefits, effective September 1, 2008.

RxAmerica is a national pharmacy benefit management company that specializes in managing pharmacy costs and providing excellent customer service. It is owned by Longs Drug Stores and located in Salt Lake City and Phoenix. RxAmerica has a long history of exceptional service with many union groups, and Arizona Pipe Trades is confident the company will provide a smooth transition with a high level of personal service for you and your family.

While we will continue to provide you with information throughout this transition, here are some of the highlights:

- **Retail Pharmacy Network**
  RxAmerica will provide access to the same retail pharmacies currently available to you. You do not have to change your retail pharmacy.

- **Mail Order Prescription Program**
  If you are filling your prescriptions through the current mail order facility, your refill prescriptions will be transferred automatically to the RxAmerica mail order pharmacy facility before July 1, 2008. Note: All members currently enrolled and receiving prescriptions through the mail-order program will receive a separate letter that will provide details about continued authorizations through RxAmerica.

- **Prior Authorizations**
  If you are receiving medications that require prior authorization, your authorization(s) will be transferred to RxAmerica.

Note: All members with an existing prior authorization will receive a separate letter that will provide details about continued authorizations through RxAmerica.

All relevant prescription claims histories will be transferred to RxAmerica, including paid co-payments and any paid deductibles and maximum out-of-pocket spending totals.

To ensure a smooth transition for you and the pharmacist, we will reissue member ID cards to enrolled members. You will receive your new ID card(s) during the last two weeks of August 2008. It is important that you wait until September 1, 2008 to use your new ID card. The new ID card will include the RxAmerica logo and critical information to allow your pharmacist to fill your prescriptions correctly.

**Questions**

The health and satisfaction of our members is very important to us. Arizona Pipe Trades and RxAmerica are committed to providing innovative programs and leading edge services for the benefit of its covered members.

RxAmerica has provided multiple methods by which you can receive answers to your questions at any time and from anywhere. First, RxAmerica’s Member Services Customer Support is available 24 hours a day, 7 days per week at 1.866.918.7526. Alternatively, you may access a broad range of tools and information through the Member Center link at www.rxamerica.com:

- Locate a participating pharmacy
- Access mail order (home delivery) to place an initial or refill order
- Conduct a savings analysis on medications
- Find a co-pay based on your medications and pharmacy
- View the status of your prior authorizations
- See your prescription history
- Update your member profile
- Print a temporary ID card

### ARIZONA PIPE TRADES TRUST FUNDS

**Toll Free: 1-877-429-7473**

**Important Information**

<table>
<thead>
<tr>
<th>Department Extension Name</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer Reports</td>
<td>4308 Nikki Schutt</td>
</tr>
<tr>
<td>Reciprocity</td>
<td>4316 Susan Duval</td>
</tr>
<tr>
<td>Medical Claims</td>
<td>4410 Char Hollands</td>
</tr>
<tr>
<td></td>
<td>4409 Pam Walker</td>
</tr>
<tr>
<td>Pension Questions</td>
<td>4317 Mickey Palmore</td>
</tr>
<tr>
<td>Self-Pay</td>
<td>4311 Jean Vega</td>
</tr>
<tr>
<td>Eligibility</td>
<td>4316 Susan Duval</td>
</tr>
<tr>
<td>Harry</td>
<td>4301</td>
</tr>
<tr>
<td>Tom</td>
<td>4302</td>
</tr>
<tr>
<td>Bob Gerken</td>
<td>4310</td>
</tr>
<tr>
<td>Tim Sielaff</td>
<td>4309 Reciprocity Research</td>
</tr>
<tr>
<td>Denise Marshall</td>
<td>4303 Claims Manager</td>
</tr>
</tbody>
</table>

Fax: 303-429-1359  
E-mail: tlaake@fringeinc.com  
Website: www.fringebenefitsonline.com
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 # ________________________________________________
Former Address ________________________________________________

New Address ________________________________________________

New Phone # ________________________________________________

Signature ________________________________________________