Solar power after dark?
Local 469 builds trail-blazing plant
- Page 6

Lunch on the Lawn wins
Arizona Capitol Times award!
- Page 14
For more pictures from UA Local 469’s 18th Annual Fishing Tournament, see pages 14 and 15.
Manpower requests at record-setting pace

With summer 2012 upon us, we find ourselves experiencing an ever-increasing volume of work opportunities for our members and travelers alike.

Local 469’s commitment to delivering the highest quality pipe craftsmen and women remains the epicenter of our daily efforts. We have been receiving manpower requisitions from our signatory contractor group at a record-setting pace this year and there appears to be no slowing in sight.

Something for everyone

From pipe welder calls of all types to riggers, pipelayers and plumbers, there has been something for just about every member of Local 469.

There is no doubt about it – things are good and will be for the near future. As we all know, our trade is inherently cyclic, generally following economic trends. In slow times, we all wish for prosperous times like we are experiencing now.

It is easy to forget the rough patch we endured not too long ago and I would urge every member to periodically reflect on the lean times and appreciate our collective success.

Fab 42 on schedule

As we all know, the base build phase of Fab 42 has been underway for some time now and from all accounts, is on schedule. I was fortunate enough to tour the project in April and was impressed by both the quantity and quality of all the UA-installed piping systems.

This work becomes even more impressive when considering the tight schedule under which it was completed. Bottom line: a massive amount of pipe was completed in a relatively short time frame.

Quality remains top-notch

While walking the jobsite, I took the time to pay particular attention to the quality of workmanship, and I am pleased to report what I observed was second-to-none. This high-quality, on-time performance is precisely what Local 469 is known for.

I am certain we can count on our members to continue to produce in this manner on the base build portion and throughout the upcoming tool install phase.

“There is no doubt about it – things are good and will be for the near future.”

continued on page 27
Protecting members in a contentious labor market

As solar-related construction booms in Arizona, Arizona Pipe Trades 469 is actively working to protect and expand its market share in the solar industry and stay ahead of the competition. Working with the U.S. Department of Labor and various other government agencies is a key part of our efforts.

Solar – A market to watch, a situation to monitor

Arizona is one of the strongest regions for solar energy generation and the opportunities for growth and development increase each year. We expect solar energy to outpace other renewable sources in Arizona in the foreseeable future.

With this in mind, the Local has collaborated strategically with its partner contractors in the past couple of years to secure work on solar projects across the state, including the Solana Generation Station, a 280-megawatt concentrating solar power plant that will hold the record as one of the world’s largest solar plants when completed in 2013.

Local 469 members working at Solana

Local 469 currently has approximately 200 members working on the site with a weekly payroll of more than $250,000, and there will be more work available in the near future.

Such a large-scale solar project creates a highly competitive business environment for contractors battling to perform the work. Additionally, unscrupulous contractors are resorting to deceptive tactics to decrease labor costs and steal work from Local 469 signatory contractors.

This requires close monitoring of all aspects of the project to help ensure that pipe work is being performed by the appropriately classified workers, as this is a federally funded, Davis-Bacon job.

Corner-cutting contractors – underbidding and conformance

In an effort to prevent pipe work going to other trades, and contractors from improperly undercutting the union contractors bidding on jobs, the Arizona Pipe Trades 469 utilizes a Davis-Bacon compliance initiative to monitor the project and hold contractors accountable.

Through this initiative, we recently discovered several contractors underbidding project contracts, thereby manipulating labor costs set by DOL under the federal Davis-Bacon Act.

The act requires project bids to include employee classifications with set wages for a given region, protecting skilled trades like...
Local 469’s from being replaced by unskilled, low-wage workers.

**Low bids are deceptive**

Making things worse, under the DOL’s conformance request system – which is perfectly legal – some contractors will low-bid a job and after getting it, propose lower worker sub-classifications and wage rates. Many contractors underbid a job knowing they can’t perform the work unless they later request the conformances to make their real project costs lower.

**Long-term effects harmful**

Left unchecked and unmonitored, the conformance process can result in a substantial loss of jurisdiction and market share. On the Solana project, we uncovered several examples of non-signatory contractors attempting to “dumb down” the contract award system with the expectation of gaining a conformance approval at a substantially reduced wage rate for our rightful trade work.

These actions not only make it harder to compete for these contracts, but they hand our work off to an improper sub-classification. The effects of these conformance approvals have obvious short-term impact on us all, but the long-term effects are equally disturbing.

As a result of these troubling findings and many others, we urged the DOL to investigate this project.

**DOL action, a promising development**

Acquiring a DOL-directed investigation is not an easy task. The DOL’s western regional investigator oversees nine states and is limited to only 10 directed investigations per region. However, due to our persistence, the DOL agreed to launch a directed investigation at Solana, targeting both the general and every subcontractor there. The DOL also agreed to freeze all proposed conformance requests.

It is encouraging for the DOL to devote a substantial portion of its limited resources to the interests of 469 – but we need to continuously gauge the various phases of work. Without the government relations, monitoring and the persistence of 469’s leadership, these problems would spin out of control.

**Staking our ground, protecting our future**

The investigations are integral to protecting the scopes of work traditionally claimed by the Arizona Pipe Trades 469 and set a precedent that Local 469 will place all necessary resources to secure the market share we deserve by having our work classified and compensated properly. 469 will continue the good fight in this complex market-share arena!
ENERGY-STORING TECHNOLOGY
SETS SOLANA APART

Project provides hundreds of jobs for Local 469

The Solana Generating Station that Local 469 members are now constructing outside of Gila Bend covers 1,920 acres and will rank among the world’s largest once completed. However, that’s only half of what makes this project remarkable.

First large-scale U.S. plant to store energy
The other noteworthy feature: this plant uses sophisticated technology that captures the sun’s heat, not its light. This capability allows the plant to store the energy it generates – a first for a large-scale, U.S. plant.

The concentrating solar power plant will also

of jobs. As of late May, about 180 Local 469 members were working on site.

Uncommon solutions for an uncommon project

Solana, which means “sunny place” in Spanish, is owned by Abengoa, a Spain-based solar firm. Abengoa developed the plant’s unique concentrating solar power technology that uses thousands of mirrors to generate power, salt to store heat and a special fluid to transfer the heat, aptly named heat transfer fluid.

Solana will require so many mirrors – the equivalent of 36 football fields – that a mirror

boost Arizona Public Service’s solar profile, making the company first in solar electricity per U.S. customer. APS has agreed to purchase 100 percent of the station’s electricity.

The $1.45 billion, 280-megawatt plant will serve 70,000 Arizona homes without emitting a single molecule of greenhouse gases.

“That’s nice to have in our portfolio,” said 469 Business Representative Mel Ingwaldson.

The project is slated to last through 2013, and with the equivalent of 270 miles of pipe to weld and install, it will supply Local 469 with hundreds

1. Parabolic mirrors heat the heat transfer fluid.
2. Hot fluid returns from the solar field.
3. The hot fluid transfers its heat energy to water, creating steam.
4. Steam drives a turbine, creating electricity.
5. The hot fluid also heats molten salt.
6. If the sun is not shining, the fluid can be heated by the molten salt.
7. The fluid is sent back to the solar field.

manufacturing facility opened nearby to fill the demand. Reports indicate that 70 percent of the plant’s components will be constructed in the United States.

Remote site requires extra planning
The remoteness of Gila Bend, located roughly 70 miles southwest of Phoenix, has presented many challenges for contractors and Local 469 members working on-site.

Contractors must plan ahead even more than usual since everything – including power, ironically – must be shipped in.
At first, said Joe Carlin, labor coordinator with Harris Mechanical, vendors were reluctant to deliver supplies because of the trek. Pretty soon, those vendors realized the project’s enormity and resistance faded.

“Now, the vendors have no problems,” said Joe.

Still, the distance makes it more difficult for supplies to arrive speedily.

“Any kind of supplies, you need to plan ahead because you can’t just go get it,” said Tom Gann, energy/industrial group manager with MMC.

“Anything is an hour away, so you can’t just go order something today and have it tomorrow.”

Sometimes, construction proceeds ad hoc. “If you can’t work (in one spot) because you’re missing a piece, you got to have other places (on-site) to work,” said Tom.

Miles separate workers on the vast site

The site’s enormity also presents unusual conditions.

“The logistics are insane,” said Joe. Two or three miles might separate groups of Local 469 members working on-site. Crews compensate for the distance with walkie-talkies and golf carts.

Large spaces require multiple heavy machines. Harris has on-site 10 forklifts each weighing 10,000 pounds, 15 gators and about six company vehicles, among other equipment.

Seeing golf carts tow 720-pound welding machines is not an uncommon sight.

No electricity yet on the massive plant

Contractors must also grapple with the lack of electricity to power their tools.

Instead of electrical plugs, Tom said his company uses a mix of gas-powered welders and diesel-powered generators to run equipment.

Several welding processes used

The uncommon nature of the work also lent itself to experimentation with an additional welding process – one that would increase productivity while maintaining quality.

Harris has supplemented the traditional wire welding procedure with a new process – flux-cored welding.

Flux-core has worked out well, said Joe. “It’s way more productive and a lot quicker.”

Many contractors shy away from flux-core because they don’t believe it works efficiently. “I’m here to say that it does,” said Joe.

continued on page 10
NEHP
Mike Bolduc, superintendent
Todd Alter, general foreman

New England High Purity is off and running. They currently have 18 men on-site and are making headway on the modulation of the racks for the laterals that are going to be needed out at Intel's Fab 42 site.

They have designed a loading platform and had a specialized trailer built for this operation. Currently, expectations call for building and delivering three racks per day.

The UA 469 team is starting to find its niche and be a part of something that has never been done to this magnitude in the Phoenix/Chandler area. The modulation assembly line will only get faster as more modules are built.

I am anxious to see the installation of these units once the operation is in full swing.

Kolsten Industrial
Robert Klinger, shop manager
Dennis Hertzog, shop foreman

Kolsten is just getting started and is preparing to do fabrication for the scrubber areas at Intel's Fab 42. They have interviewed a few of our craftsmen and are setting up a team for the fabrication of larger bore plastic for SP3.

As with all new things, getting set up will take a little bit of time. However with Kolsten's knowledge of fabrication and the team of 469, I am sure it will be no time before they are turning out the spool pieces.

We here at 469 want to welcome Kolsten to the Valley of the Sun and look forward to a long relationship with them.

TFS
Clint Stone, superintendent

TFS is setting up a team over at Intel Fab 42 to install the chemical lines system and chemical bulk storage areas. This work consists of running double contained systems in plastics, stainless steel and carbon steel.

They will need about 30 to 40 tradespeople for this project, with more potential work down the line.

Keep your certification current!

Brothers and sisters, three of the companies I have noted above are requiring SSTA and
Commitments from both members and management

While we have all heard of the Standard for Excellence, what is it and how does it impact you?

The Standard for Excellence policy is a labor-management commitment to uphold the highest industry standards to ensure quality in the workplace and customer satisfaction.

I am sure that everyone recognizes the need for our customers to recognize Local 469 and its partner contractors as both the best value and the best craftsmen.

Competition is fierce

Within the highly competitive world of plumbing and mechanical contractors, it is no longer reasonable to assume that we will be awarded any job simply because we believe we are the most qualified to perform the work.

So, what is the commitment of our local union and what is expected of our membership?

Local union commitment

To ensure the UA Standard for Excellence platform meets and maintains its goals, the local union business manager, in partnership with shop stewards and the local membership, shall ensure all members:

• Meet their responsibilities to the employers and fellow workers by arriving on the job ready to work, every day on time. Absenteeism and tardiness will not be tolerated.
• Adhere to the contractual starting and quitting times, including lunch and break periods. Personal cell phones will not be used during the workday with the exception of lunch and break periods.
• Meet their responsibilities as highly skilled crafts workers by providing the tools required by the local collective bargaining agreement. Respect the tools and equipment supplied by the employer.
• Use and promote the local union and international training and certification systems to members so they may continue on the road of lifelong learning, thus ensuring United Association craft workers are the most highly trained and sought after workers.
• Meet their responsibilities to be fit for duty, ensuring a zero-tolerance policy for substance abuse is strictly met.
• Be productive and keep inactive time to a minimum.
• Meet their contractual responsibilities to eliminate disruptions on the job and safely work towards the on-time completion of the project.
• Respect the customers’ property. Waste and property destruction, such as graffiti, will not be tolerated.
• Respect the UA, the customer, client and

“We must always strive to achieve each of the objectives of the Standard for Excellence if we expect to continue to develop our share of the market.”
Mirrors key to Solana technology

When Solana goes online in 2013, it will fundamentally change Arizona’s power grid. To create power, the acres and acres of parabolic mirrors at Solana capture the sun’s heat, which in turn raises the temperature of the heat transfer fluid. Local 469 is installing supporting infrastructure for the heat transfer fluid.

This fluid reaches temperatures of up to 735 degrees Fahrenheit, and heats water to steam. The steam powers steam turbines, which create electricity.

Energy after dark

Occasionally during the day at Solana, the heat transfer fluid raises the temperature of salt stored in large, on-site containers instead of warming water. After the sun sets, the still-warm salt re-heats the transfer fluid, which then heats water into steam to power the turbines.

The salt stores heat for up to six hours. Considering APS’ summer demand peaks around 7 p.m., the stored heat will allow the company to create power just in time for people washing dishes and cooking dinner after work.

Plentiful work for Local 469

Ongoing work will create an estimated 1,650 construction jobs, and Local 469 contractors continue to submit bids.

As of early June, MMC Contractors employed 10 Local 469 members on-site, but planned a near-future increase up to 60 or 80 members.

At the peak of Solana’s construction, MMC estimates it will employ roughly 100 Local 469 members. The company’s scope of work includes installing a modular rack system it prefabricated in Kansas City, Mo., along with fabricating and installing water treatment and cooling systems.

Harris Mechanical is installing nearly three miles of an 18-inch, high-density polyethylene water supply system. The company has also secured a contract for installing mains for the heat transfer fluid.

The company also allowed Local 469 to fly the United Association flag underneath the American one outside the company trailer.

Harris’ original contract was set to last nine months, and Joe said the work was about 40 percent complete, as of press time.

W.J. Maloney had two or three people working on Solana’s administration control building as of early June.

Quick Facts:

- 270 Miles Solana’s receiver pipes would stretch, if connected end to end
- 36 Football fields Solana’s mirrors would cover if laid flat
- 520 Tons of sulfur dioxide the plant will remove from the air annually
- 1,065 Tons of nitrogen oxide the plant will remove from the air annually
Excerpt from a 2009 American Welding Society magazine:
“The gases and welding industry is creating specific opportunities at a time when many high school and college graduates can’t land a job. Nearly 100 percent of welding school graduates are finding rapid job placement. Many training institutions are at capacity and have to expand to accommodate enrollment, including adding classes that run in the middle of the night. The reason? It’s the growing need in many segments for welders and the lack of skilled welders available to do the work.
“As we begin 2010 and examine what we can expect for the future of welding, we see that the industry is exploding with new opportunities, both for those already in the field and for those looking toward a new career path.”

Building a Stronger Welding Workforce
“For the past few years, the metal fabrication and construction industries have faced a challenge in finding skilled welders. With approximately 500,000 welders in the workforce, the average welder today is in his or her mid-50s and nearing retirement. “With welders retiring at twice the pace of new welders coming into the field, it’s anticipated that in the years to come, we will have a significant shortfall of qualified welders. Since welding is the most common way to join metals – which is critical to manufacturing, construction, energy and infrastructure – it is vital to rebuild our welding workforce.”

Challenges persist
That excerpt was taken from an article published in the American Welding Society magazine in 2009. Here we are in 2012 and clearly, we are still facing the same challenges.
Local 469 has several quality, high-paying welding positions that go unfilled every day. One of the things I have been working on to combat this issue is building relationships with some of the vocational technical schools in the state.

New partnership to fill welding need
So far, I have worked with the East Valley Institute of Technology and Northern Arizona Vocational Institute of Technology. Both schools take high school juniors and seniors and start them on their career paths in the welding industry. We have recruited the top graduates from each school and will continue to do so until we feel our needs are met.

Hands-on at EVIT
Because of the bond we have created with EVIT, the school allowed 469 to take over the classroom for one day this semester. Phil continued on page 29
DOL investigates major projects for potential wage violations

A U.S. Department of Labor investigation of the three major solar projects under construction in Arizona targets potential prevailing wage violations.

Non-signatory contractors working on these projects classified the majority of workers as laborers rather than, for example, pipefitters. The substantially lower wage rates allowed contractors to win projects with low bids that law-abiding contractors can’t begin to match.

Without DOL’s involvement, these non-signatory contractors will continue to win project awards based off low bids, calculated from dramatically underpaid wages.

The investigations resulted from collaboration between Local 469, our compliance consultant, Torres Consulting, and DOL.

These false wage rates could skew future survey data should this trend of undercutting prevailing wages continue.

We continue to aggressively monitor the process and will remain vigilant to ensure that DOL conducts comprehensive investigations.

<table>
<thead>
<tr>
<th>Name</th>
<th>Location</th>
<th>Project Description</th>
<th>Job Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Solana Solar Generating Station</td>
<td>Gila Bend, AZ</td>
<td>Building a solar generating station</td>
<td>$1,450,000,000.00</td>
</tr>
<tr>
<td>Piping Repair, Modification and Replacement of Hoover Dam</td>
<td>Hoover Dam, AZ/NV</td>
<td>Perform piping repair, modification and replacement at Hoover Dam</td>
<td>TBD</td>
</tr>
<tr>
<td>Modern Streetcar Project Update for Construction Associations and Construction Business</td>
<td>Tucson, AZ</td>
<td>An approved four-mile modern streetcar line connecting the University of Arizona to the 4th Avenue commercial district, downtown and the redevelopment area west of downtown.</td>
<td>$196,531,000.00</td>
</tr>
<tr>
<td>Ajo Border Patrol Station</td>
<td>Ajo, AZ</td>
<td>The project consists of a new border patrol station to support 350 agents. The facility will consist of multiple buildings on a single site. The primary building is the station building.</td>
<td>$23,584,000.00</td>
</tr>
<tr>
<td>Construct National Guard Readiness Center</td>
<td>Florence, AZ</td>
<td>Construct new National Guard facility with training facility, classrooms, change rooms, kitchen and sleeping quarters.</td>
<td>$6,357,000.00</td>
</tr>
<tr>
<td>Construct an Army National Guard Readiness Center, Camp Navajo</td>
<td>Bellemont, AZ</td>
<td>Construction of approximately 52,860 square feet and associated site work. The work is not limited to mechanical, electrical, and concrete trades, but will include them.</td>
<td>$6,577,000.00</td>
</tr>
<tr>
<td>New Border Patrol Station</td>
<td>Wellton, AZ</td>
<td>A new border patrol station will support 375 agents. The facility will consist of multiple buildings on a single site.</td>
<td>$22,143,428.00</td>
</tr>
<tr>
<td>Reconfiguration and Expansion of Mariposa Land Port of Entry in Nogales, AZ</td>
<td>Nogales, AZ</td>
<td>Reconfigure and expand the existing Mariposa Land Port of Entry. The project will expand the existing LPOE to accommodate increasing volumes of privately owned vehicles, pedestrian and commercial traffic.</td>
<td>$111,134,000.00</td>
</tr>
<tr>
<td>Department of Justice Federal Bureau of Investigation</td>
<td>Phoenix, AZ</td>
<td>The 200,000-square-foot headquarters will provide space for consolidating staffers and allow for future expansion. The FBI's Phoenix regional headquarters will occupy the whole building.</td>
<td>$62,000,000.00</td>
</tr>
<tr>
<td>Crescent Dunes Solar Energy Project</td>
<td>Tonapah, AZ</td>
<td>Build solar generating station with a nominal net generating capacity of 100 megawatts. The project will utilize concentrating solar power technology with a central receiver tower and the advanced molten salt system.</td>
<td>$700,000,000.00</td>
</tr>
</tbody>
</table>
Post rebuilding after near financial destruction

Buckeye's American Legion Post No. 53 is experiencing a renaissance, aided by UA Local 469, after near financial ruin and years without a headquarters.

Once a profitable enterprise that sponsored Little League and other community events, the Post lost its headquarters to foreclosure about 20 years ago after several ill-fated money-making ventures left it destitute.

For years after the group's financial misfortune, the members continued to pay their American Legion dues even though they had no place to meet.

About eight months ago, the post moved into its new home and community members have donated materials to spur the post's reestablishment. Local 469 donated a water heater to replace the old one, which barely worked.

Flush times

Many years ago, the Legion operated out of a large building directly south of the newly set-up headquarters. "It occupied a heck of a lot of space," said American Legion Service Officer Alex Villa.

Times were good. The Legion made a little money from hosting rodeos and bingo nights, organizing lawnmower races and selling drinks at their headquarters' bar. They funneled much of proceeds back into the community.

Big rodeo dreams

One year, members decided they wanted to lure larger audiences to the rodeo with higher profile competitors. "We had to buy an award, naturally, bigger prizes," recalls Alex, to attract better competition.

The attempt failed. After the rodeo – traditionally one of the organization's key money-making events – the group found itself in debt.

No worries, leaders thought. We'll make it back with the next event.

The next rodeo came, and it, too, failed financially. Finally, the group borrowed money from the bank to try again. And again, the Post sank further into debt.

Without money to pay off the loan, the bank repossessed the Legion's headquarters.

"We were left out in the cold," said Alex. "That left us without a home, no place to meet and without funds."

Never give up

About four years ago, after 15 years of belonging to a homeless American Legion post, Alex had enough. He decided to organize.

Alex posted an announcement in the local newspaper, calling a meeting for everyone interested in resurrecting the American Legion post. The goal: a new headquarters.

"We had a pretty fair turnout," said Alex.

At first, the group considered taking the city up on its offer of moving into an historic jail. However, the high cost of repairs derailed that idea.

continued on page 27
**Bass (Total Weight)**
- Zebel/Robinson: 17.42
- Swindler/Lujan: 17.28
- Finley/Finley: 15.90
- C. Langdon/M. Langdon: 15.23
- F. Garcia/Lazok: 11.99
- T. Christenson/A. Vasquez: 11.94
- M. Payne/Short: 11.80
- T. Pefchinski/R. Doudle: 11.58
- G. Downard/Evans: 11.57
- L. King/Johnson: 11.52
- N. Burns/Otts: 11.32
- A. Ruanova/Ruanova: 11.11
- Bercovich/McKinney: 11.10

**Big Fish (Bass)**
- Zebel/Robinson: 4.34
- C. Langdon/M. Langdon: 3.90
- Finley/Finley: 3.85

**Crappie (Total Weight)**
- M. Wieting/R. Wieting: 3.08
- A. Ruanova/Ruanova: 2.72
- Downard/Evans: 1.73

**Crappie (Big Fish)**
- Downard/Evans: 1.73
- A. Ruanova/Ruanova: 1.08
- M. Wieting/R. Wieting: 1.06
AL FISHING TOURNAMENT
FOCUS ON FOREMAN TRAINING; CONTEST WINNERS ANNOUNCED

Rick Wieting
training director

We are continually growing our training base and offering more educational upgrade and certification classes than ever before.

In the field, the concerns are focused on supervision, not only present, but future supervisors, leadership and field foremen.

In January, we provided a foreman Train the Trainer class, instructed by the United Association, Mr. John Shue and, on the management side, Mr. Tom Williams.

This class took place during the week and we had around 40 attendees, ranging from contractor representation to immediate field supervision. The class was a great success.

Other training offered by the training center and industry are as follows:

**P.I.P.E. classes available:**
- Professional Management Training
- Lean Thinking Applied to Service
- Money Management – “Getting Control of your Finances”
- Plastic Bonding Qualifications (weekly)
- Pump Repair – Service Technician Training
- Safety Awareness Training
- First Aid/CPR Training

**Training Center classes available:**
- Orbital Welding training, continuity and testing
- CAD I and CAD II
- Tube Bending
- Soldering and Brazing continuity and testing
- Detailing
- Foreman’s Training
- Clean Room Awareness
- Instrumentation Training

**Note: All classes above are held at the Training Center**

Apprenticeship contest winners announced

The apprenticeship contest is in full swing. We had our regional rigging and signaling contest on Saturday, April 14 and the main, hands-on event on Sunday, April 15. It was a great success.

After a series of competitions involving 22 contestants, the 2012 state apprentice contest was completed on April 15, 2012 and the winners were determined:
- First Place: Pete Gobrick – Fifth-year pipefitter – Harder Mechanical
- First Place: Narance White – Third-year HVAC – W.D. Manor Mechanical
- First Place: Adam Williams – Second-year plumber – W.J. Maloney Plumbing Co.

Please join us in congratulating the winners, who continued to the California state contest at Local 250 in Gardenia, as well as the June regional contest, hosted by Local 208 in Denver. Steve Goksel placed third in the welding competition in California, and everyone worked hard, continued on page 22
FOREMEN KEY TO PROJECT SUCCESS

Local 469 promotes need for leaders with new foreman training program

Increase in work calls for more supervisors

A substantial uptick in work mostly driven by several large, ongoing projects has created a significant shortage of foremen, and Local 469 has introduced a new training program to prepare the next generation of leaders.

The new curriculum, developed by the United Association and the Mechanical Contractors Association of America, expands on the previous course offered by the Piping Industry Progress and Education Trust Fund. The new course covers both so-called soft skills – leadership, communication and problem solving – and hard skills – fabrication planning, cost control and project management.

Local 469 leaders hope that by offering the new program and requiring all apprentices to earn certification, they can supply contractors with enough qualified foremen to lead successful projects and maintain required crew ratios.

Stressful, but rewarding

The job is stressful and demanding, but the rewards are great.

“If you really do your foreman’s job properly, it’s a 24-hour job,” said foreman training instructor Doug Anderson. “You’ll dream about it at night, you think about it on your way to work. You’ll be sitting at a restaurant with your wife, and you’ll think, ‘I forgot to order the unistrut.’ It’s constant.”

The rewards derive from meeting challenges and skirting roadblocks. “It’s rewarding knowing that people are able to do their jobs and you’ve kept all the landmines out of their way,” said Doug.

Kick-off earlier this year

The Local first offered the new foreman training program during the spring 2012 semester. A kick-off event earlier this year drew both industry leaders, such as those from Intel, and UA leaders, such as General President William Hite and International Representative Mark Butler. The old training curriculum sunsets in July.

New managers face learning curve

The new material covers job-site dynamics in-depth, including communication, which Doug says ranks as one of the biggest challenges foremen face. The topic consumes an entire class lesson.

Foremen must be able to talk and build relationships with contractors and other important people. They need polish and sincerity. Rough edges can tear relationships.

The art of management

Other challenges involve the art of management. New managers often have trouble letting go.

continued on next page
“You have to allow them to do the work,” said Doug. “If you’re going to stand over and micromanage them, you might as well be doing it yourself.”

Beyond people skills, good supervisors must be able to accept change.

Perhaps most importantly, the best foremen are good leaders. Fortunately, leadership skills can be learned. “You’re not born a foreman, or a teacher, or an attorney,” said Carl Triphahn, P.I.P.E.’s executive director. “You have to acquire the skill sets.”

Local 469 now requires all apprentices to get foreman certification training.

**The big picture**

A foreman must work proficiently at all his tasks. “If you don’t fill out your daily log book, and you don’t plan and you don’t order material properly, then your company loses money and if your company loses money, they don’t need to have us working for them,” said Doug.

**Good foremen in demand**

Many people don’t want to deal with the pressure. “Not everybody wants to be the boss,” said Carl.

Many tradespeople are happy to work a full day, pack up their tools and return home without work worries weighing on their minds.

**Satisfaction from a job well done**

With the increased responsibility, however, comes rewards. A few more dollars an hour, of course. But also the satisfaction that comes with completing a job well, on time and on budget, the feeling that comes from meeting challenges and using leadership skills to motivate crew members.

**New day, new challenges**

Doug recalls the moments of drama when, for example, switching back on a building’s system that had been shut off to install a tool. “You have a very limited window to do that – it’s usually hours – and you usually have a great deal of work you have to accomplish.”

Foremen must make sure all the tools and plans are in place to quickly finish the project, turn the system back on and avoid catastrophe.

“It’s always very tense when you go to turn the system back on,” said Doug. A foreman must trust that his crew tightened every bolt and made all the final connections.

The moment of relief when all goes well quickly passes. Tomorrow’s work brings new challenges. It all begins again.

**Many more foremen needed**

Local 469 contractors need anywhere from 300 to 400 more supervisors – from entry-level foremen to project superintendents – because of the upswing in work.

These numbers are necessary to maintain strict supervisor to tradespeople ratios dictated by collective bargaining agreements.

**Finding tomorrow’s leaders**

Identifying new foremen falls under the contractors’ jurisdiction. But Local 469’s job is to make sure enough people are trained.

To meet that goal, the apprenticeship center now requires every apprentice to get foreman certification training during his or her fifth
Apprenticeship instructor and 23-year Local 469 member Doug Anderson used to have long hair that dangled rebelliously down his back.

His father frequently told him that a ponytail would prevent his success, Doug recalls. And during the early part of Doug’s life, that prophecy tended toward the truth. Doug was headed into a direction that he ultimately decided to change.

In 1989, Doug committed to a better direction, married and moved to Arizona, ultimately achieving great success as union plumber and later, as an instructor at the training center.

Much to the surprise of Doug’s father, the long hair presented no obstacle. After Doug found a well-paying job in the pipe trades as a plumber, he would send to his father photocopies of his paychecks to show that hair doesn’t make a man.

Sometime later, Doug cut his hair into a traditional cut. Today, no one would guess the defiant stance Doug’s locks once took.

As long as you can do the work
The moral of the story, that a man’s core identity remains the same no matter the length of his hair, is the same principle that the Local applies to all its members.

“The nice part about the apprenticeship – we don’t care who you are or where you came from. You don’t have to know somebody to become a part of this,” said Doug. As long as a person works hard, he can find a job and earn checks worthy of sending copies home.

Passing on the knowledge
Today, Doug teaches full-time at the Joint Apprenticeship Training Center. The classes he teaches vary from SSTA to construction and safety. He also teaches a foreman training class, develops new curriculum and manages training center improvement projects.

Early days spent digging ditches
However, when Doug first arrived in Arizona from St. Louis, he found a job digging ditches. The work was hard, but it paid the bills. Doug’s cousin belonged to Local 469, and Doug eventually joined.

Even with a cousin living locally, and a new wife, starting a life in Arizona far from family presented challenges. “You couldn’t just go to mom’s house and eat dinner,” Doug said.

As time went on, Doug’s two sons with his wife, Laura, were born, and he continued to work in the pipe trades.

continued on page 31
Early success

Local 469 apprentice Justin Wilcox has already achieved great things in his four-year career. At just 26 years old and not yet a journeyman, Justin has already earned a position as foreman at Intel. Justin, infallibly humble and polite, frequently ends his sentences with a “ma’am” or “sir.”

“I was raised by a cowboy,” he explained.

Certifications lead to opportunity

In this simple way, he attributes his success to possessing instrumentation certification.

“I got put on an instrumentation crew, took an instrumentation class, got certified and then they set me up” as a foreman, he said.

But there must be something more to the story. Not every apprentice with a certification becomes a foreman. “I’m good with people – well, most of the time I’m good with people,” Justin said.

Sounds reasonable. Anything else?

“I know how Intel wants it done, how we want it done and how to get it done,” Justin finally adds. Ah, that makes sense.

A union family

Justin, an Arizona native, entered Local 469’s apprenticeship program after urging from his grandfather, a union sheet metal worker. “I needed to do something better than what I was doing,” said Justin.

Before entering the trades, Justin worked in sales and retail. Those fields offered little in the way of tangible progress. He also considered a career fixing cars, and completed a vocational program to learn an auto mechanic’s skills.

“That cost me a lot of money,” Justin said about the program, “and you’re not getting paid while you’re trained.”

And after the program, finding a good job with a high salary is often difficult.

“This is a career,” Justin said about the pipe trades.

Tangible satisfaction

In the pipe trades, Justin can see a day’s work right in front of him. Apprentice Justin Wilcox points to the air-handling unit that he helped hoist atop the practice rigging structure earlier that day.

continued on page 22
PCV/CPVC bonder certifications. They are also going to need orbital welders, TIG, welders, riggers and PVDF fusion welders.

Tool hook-up is coming and we are going to need all of the certified craftsmen we can get. Not only are we going to need people with the certifications I have mentioned, but we are also going to need tube benders and CAD hands to man the work.

This is going to hit us full blast this fall.

Not only do we have this work, we also have a major amount of hospital work coming our way. Medical gas certification is going to be in high demand, so take the time now to update your medical gas certifications.

**Labor-friendly leaders victorious in Tempe**

We are just getting started on the fall elections and finishing up a good run over at the City of Tempe. Local 469-backed Mayor-elect Mark Mitchell won by a small margin, which just goes to show that every vote counts! We also endorsed 469- and labor-friendly Tempe Councilmember Corey Woods, who won the race to keep his seat.

**No rest during big election year**

This upcoming year’s election will be one of the most important elections in years. It is imperative that you get involved with your political party to ensure 469-friendly candidates win their elections.

Only by having the attention of elected politicians can we educate them that we are a win-win, regardless of what political side you are from.

We do not draw on the government for any assistance, and we provide a great education for our members. Not only do we not draw on the government, but by having good wages, health insurance and decent retirement, we actually stimulate the economy.

**Guiding Phoenix's construction policy**

I have a seat on Phoenix’s construction advisory board. While in this position, I will do all I can to ensure that the integrity of the work completed in Phoenix meets UA standards.

I will also push to keep Phoenix city inspectors in position to ensure that shortcuts or self-inspections by construction owners don’t compromise resident safety.

If it was not for our political connections, I would not have been recommended or sponsored for this position.

We, as members, need to stay on course with our PAC.

It is imperative that we get the political world working for us as it should.

**Honored to serve**

I would just like to say in closing that I am very honored to represent Local 469. It is a privilege to serve my fellow brothers and sisters.

Stay hydrated and enjoy your summer!
developed some new relationships, and in keeping with the spirit of a good-natured competition, represented our Local proudly.

For all who competed, good work and we hope to see you compete again next year.

A grateful thank you goes out to the instructors, proctors, and judges who took time out of their schedules to make this yet another successful competition.

him. “I like to look back and say, ‘I did that today.’”

Early in his career, Justin says, “I got fortunate enough to work around journeymen who wanted to teach me.”

With the pipe trades, Justin says he enjoys, “steady work, good work, and I get to hang out with cool people.” He also enjoys working with his hands.

**Young family at home**

Justin’s family, including his 8-year-old daughter, 4-month-old son and wife, Sara, motivate him to work hard. In about a year-and-a-half, he will graduate from the apprenticeship and become a journeyman.

With such early success, he has high hopes for the rest of his career.

“If you do this properly, you’ve got a career for the rest of your life,” Justin said. And in Justin’s world, he adds a little something extra.

“A ‘sir’ or ‘ma’am’ can make a big difference,” he said.

**GOOD NEWS GALLERY**

**Member’s grandson completes Army physician asst. program**

Franklin Brown, Sergeant First Class, U. S. Army, after completing Phase 1 of the 16-month Inter-service Physician Assistant Program at Fort Sam Houston in Texas, has been conferred a Bachelor of Science from the University of Nebraska Medical Center in Physician Assistant Studies.

He began his clinical rotation at Ft. Benning in Georgia. Upon completion, he will receive a commission to first lieutenant and attend the basic officers’ leader course.

Franklin also received the Army Commendation Medal, Joint Service Commendation Medal, Commendation Certificate from the FBI and the Bronze Star Medal while with the 75th Ranger Regiment.

Franklin is the grandson of retired Local 469 member Frank Van Meter, who was unable to attend the ceremony due to medical reasons. Frank is extremely proud of his grandson for this, and all of his accomplishments.

**Member celebrates identical triplet nieces and nephew**

Vicky Scott, journeywoman plumber and UA Local 469 member for 15 years, recently met her identical triplet nieces and nephew for the first time. The children were born in 2011 to Vicky’s sister, who lives in San Antonio, Texas.
AZ PIPE TRADES LUNCH ON THE LAWN WINS ARIZONA CAPITOL TIMES’ BEST OF THE CAPITOL AWARD!

BEST CAPITOL LAWN EVENT
The signature method of Local 469 signatory contractor New England High Purity involves applying the same assembly-line system that revolutionized the automobile industry to piping modules.

The Vermont-based contractor recently opened a Phoenix shop after winning a contract in excess of $15 million to fabricate and install piping modules at Intel. The project is expected to last through Oct. 1.

“This is a brand new idea to Intel,” said Project Superintendent Mike Bolduc.

Innovators in the field

The process involves prefabricating the modules at four NEHP plants around the country, and then shipping the pieces to Phoenix where Local 469 tradespeople assemble the 24-foot-long, 10-foot-tall and 5-foot-wide units.

This remarkable process allows Intel to minimize disruptions on its floor by reducing trade stacking – when tradespeople from multiple trades work simultaneously. Crowded sites constrain workers, who lose productivity because they can't move their tools.

“People are always in your way,” said Mike. Decreasing the number of workers on the floor also reduces the risk of accidents.

The assembly line method expedites the construction timetable by increasing the speed at which tradespeople build each piece. Limiting construction on site also greatly reduces the amount of noise – an issue very important to Intel.

NEHP was the first to apply this method for modularization in the semiconductor industry. It received a patent for the process in 2006.

Highly specialized

NEHP, which began in 2000, provides process utilities solutions in the semiconductor, solar, life science, and food and beverage industries. The company works...
with its clients to design, build and install innovative systems. It also calls upon industry leaders to help with the projects.

For example, NEHP worked with a company out of Boise, Idaho to design a never-before-seen chemical blending and dispensing system for the State University of New York at Albany’s College of Nanoscale Science and Engineering. At the time of installation in late 2010, the system was the only one in the world.

With NEHP’s expansion into the Phoenix market, the company will serve clients here with that same commitment to innovation and efficiency.

Strong Local partner

At this project’s peak, NEHP’s Phoenix shop will employ about 16 Local 469 tradespeople. The company employs United Association members nationwide. NEHP’s future in Phoenix after this project hasn’t been determined, but officials hope to continue working in the market.

Mike says he always hires union workers because of the ability to man jobs of varying scales with one phone call. The workers arrive skilled, thoroughly trained in safety and ready to work. The decision is a business one, he said.

Hiring Local 469 workers just makes sense.

Training benefits both labor and management

Labor and management alike embrace this program.

Rodney says the benefit comes from standardization. “It becomes an alignment of certain concepts between labor and management,” he said. Through earning certification, apprentices learn the best way to manage people and run projects.

Everybody learns the same methods. This makes it easier for tradespeople who switch jobs and start working under different supervisors. It also gives project owners peace of mind, knowing how supervisors are running their projects.

“As with all the training we do, it provides them an extra tool in their bag,” said Rodney.

A Local 469 worker and NEHP employee prepares pipe for installation at Intel.

continued from page 18 - Foremen key to project success

year. Plumbing apprentices have for several years met this requirement, but the rule is new for other apprentices.

The program lasts 32 hours, with an eight-hour refresher course required annually.

People sometimes complain, said Rodney Pack, the apprenticeship’s technical education director. “Well, what if I never want to be a supervisor?” apprentices wonder.

“That’s not the point,” Rodney tells them. “The point is you’re going to learn something from it. You’re still going to learn why a foreman does what they do. They’ll be able to see their perspective.”

NEHP Project Superintendent Mike Bolduc, center, talks about stainless steel tubing for specialized gas services. Local 469 Business Representative Rick Hudson stands at left.
Reserve your **FREE** tickets for U.A. Local 469 and P.I.P.E.’s 2012 Labor Day at Chase Field!

**Date:** Aug. 26, 2012

**Team:** San Diego Padres

Enjoy door prizes, lower level seats, and select seats in the all-you-can-eat section!

Local 469 members, invite your families and attend this annual event that honors your hard work. This year's event takes place early since the D-backs play an away game on Labor Day.

Once again, Local 469 members living in Tucson can ride a bus to Phoenix.

Tickets available starting in July.

**Call Cathy at 480-966-0377 or email cmayeux@pipetrust.org to reserve your tickets.**
Large projects provide ample jobs

Solana: among the world’s largest solar plants

Also, I recently had the opportunity to tour another significant project: the Solana Solar Project near Gila Bend. This is another massive project that Local 469 contractors and members are involved with, comprised of miles of carbon steel power piping.

Once completed, this pipe will transport the heat transfer fluid to the associated components of the power train, ultimately spinning a 280-megawatt steam turbine.

Contractors bidding more work

There are quite a bit of ancillary piping systems to be fabricated and installed that are now in the bidding process. The possibility of adding many more UA craftsmen to this project remains very viable.

Again, I was pleased and impressed with the quality of work, particularly the pipe welding, on this huge, remote site, and I am sure we can count on our tradespeople to keep up the tremendous efforts.

Keep up quality work

Our contractors remain busy not only managing their current workloads, but by continuing to bid other styles of work in the commercial sector. So, let’s continue to embrace our prosperity and be ever vigilant of our continued commitment to our craft, both collectively and individually.

Community Connection

Finally, the school district offered to lease the Legion an unused school house for $1 each year.

Community support

The Legion finally had a new place to call home, but the space needed work.

“The building is in pretty rough shape and they’ve been working hard to clean it up,” said 469 member Ron Hudson, owner of Hudson Services. Ron recently installed the water heater.

The old, leaky water heater barely worked and there was no rolling door – required by bingo rules – to host the ever-popular game nights.

Enter retired 469 member John Fitzgerald, who knows Alex Villa through church, and for years has donated labor to the American Legion.

469 members help community

“I help them any chance I get,” said John. John, a jokingly self-proclaimed “promoter/con artist” for good causes, not only spearheaded the new water heater effort, but he also donated a rolling door for bingo and arranged for a friend to donate a flagpole to the Post.

After John called the hall to inquire about a water heater, Local 469 contacted Ron, a third-generation UA Local 469 member, to install the machinery.

The three-hour water heater replacement project required maneuvering in a tight area, fixing the box on which the water heater sat and re-piping a portion of the plumbing.

Settling into the new home

With the new water heater, American Legion members and guests look forward to hosting dinners at the Post, and washing dishes afterwards with hot water. Alex says he’s grateful for the Local’s contribution.

“Those guys down there, they’re just a bunch of really good guys,” said Ron. “They obviously don’t have a lot of money and they’re doing the best they can with what they have and making a really nice post.”
contractor by dressing in a manner appropriate for our highly skilled and professional craft. Offensive words and symbols on clothing or buttons is not acceptable.

• Respect and obey employer and customer rules and policies.
• Follow safe, reasonable and legitimate management directives.

Code key to our success

I don’t know how you feel, but to me those seem like objectives that we need to meet so our employers can count on us, and effectively bid and perform work.

So, if those are the contractors’ expectations of the members, what should we expect from our contractors?

Contractor responsibilities

Signatory contractors have the responsibility to manage their jobs effectively, and as such have the following responsibilities under the UA Standard for Excellence:

• Replace and return to the referral hall ineffective superintendents, general foremen, foremen, journeymen and apprentices.
• Provide worker recognition for a job well done.
• Ensure that all necessary tools and equipment are readily available to employees.
• Minimize workers’ downtime by ensuring blueprints, specifications, job layout instructions and materials are readily available in a timely manner.
• Provide proper storage for contractor and employee tools.
• Provide the necessary leadership and problem-solving skills to jobsite supervision.
• Ensure jobsite leadership takes the necessary ownership of mistakes created by management decisions.
• Encourage employees, but if necessary, be fair and consistent with discipline.

• Create and maintain a safe work environment by providing site-specific training, proper equipment and by following occupational health and safety guidelines.
• Promote and support continued education and training for employees while encouraging career-building skills.
• Employ an adequate number of properly trained employees to efficiently perform the work in a safe manner, while limiting the number of employees to the work at hand, thereby providing the customer with a key performance indicator of the value of the UA Standard for Excellence.
• Treat all employees in a respectful and dignified manner, acknowledging their contributions to a successful project.
• Cooperate and communicate with the job steward.

How to handle progressive discipline reports

I think it is interesting that the first bullet listing the contractors’ responsibilities asks for them to return to the hall ineffective supervisors, workers and apprentices.

For this to happen, there is a process called progressive discipline that is outlined in our collective bargaining agreement.

If you are involved in a progressive discipline issue with your employer and presented with a document to sign that you don’t feel is appropriate or fair, do yourself a favor. Don’t refuse to sign the document thinking that it will “protect you” from whatever the next step is.

Instead, I would suggest that you not only sign the document, but you also take the time to list on it the reasons that you feel the discipline is inappropriate.

If you are in fact being disciplined erroneously, it will be in your favor to have stated your thoughts on the document.

continued from page 9 - Standard for Excellence key to staying competitive

continued on page 29
Issue resolution is imperative

Under the UA Standard for Excellence, it is understood that members, through the local union, and management, through the signatory contractors, have duties and are accountable in achieving successful resolutions.

• The local union and the steward will work with members to correct and solve problems related to job performance.
• Job stewards shall be provided with steward training and receive specialized training with regard to the UA Standard for Excellence.
• Regular meetings will be held where the job steward, along with UA supervision, will communicate with the management team regarding job progress, work schedules, and other issues affecting work processes.
• The job steward shall communicate with the members about issues affecting work progress.
• The business manager or his delegate will conduct regularly scheduled meetings to discuss and resolve issues affecting compliance of the UA Standard for Excellence policy.
• The steward and management will attempt to correct such problems with individual members in the workplace.
• Individual members not complying with membership responsibilities shall be brought before the local union executive board, which will address such members’ failures to meet their obligations to the local and the UA, up to and including filing charges. The local union’s role is to use all available means to correct the compliance problem.

Effort continues to meet objectives

While we have incorporated the Standard for Excellence into our collective bargaining agreement, we have a way to go before we achieve all of the objectives that it calls for. It is important for all of us to continue to do our part to make ourselves and our contractors successful. As we move forward, our competition will continue to do their best to convince end users that they are the best choice for mechanical and plumbing work.

They will attempt to emulate and duplicate our work processes and procedures. We must always strive to achieve each of the objectives of the Standard for Excellence if we expect to continue to develop our share of the market.

continued from page 11 - School partnerships train next-generation’s welders

McNally, Sr. and I instructed the top ten students from the class how to prep, tack up and weld a root on 40, 6-inch carbon steel coupons that we donated to the class. The students were engaged and enthusiastic, and left wanting more.

EVIT graduates can directly enter apprenticeship

The graduates from these programs will be allowed to bypass applicant status and start their careers as first-year apprentices. I feel that the individuals we bring in through these programs are going to be in this for the duration.

We are taking people who already know they love to work with their hands, they know the satisfaction you get from looking at a project you just completed, and they have felt the pride from being a craftsman.

The excitement we saw in the students was overwhelming. They are ready to start their careers in the pipe trades. Please welcome these new apprentices with open arms.

Bill Hite once said, “If you control the welders, you’ll control the work.” I say, let’s control our welders, our work and our future.
MEMBER NEWS AND UPDATES

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>
</thead>
<tbody>
<tr>
<td>Jon K. Adams</td>
<td>03/16/2012</td>
<td>Clayton B. Gonzalez</td>
<td>04/26/2012</td>
</tr>
<tr>
<td>Kamal A. Aloosi</td>
<td>03/17/2012</td>
<td>Paul S. Greenlee</td>
<td>04/20/2012</td>
</tr>
<tr>
<td>Eugene Aguirre</td>
<td>05/18/2012</td>
<td>Lester M. Griffith, Jr.</td>
<td>03/19/2012</td>
</tr>
<tr>
<td>John B. Anderson</td>
<td>03/17/2012</td>
<td>Moses S. Guillen</td>
<td>04/20/2012</td>
</tr>
<tr>
<td>Joe A. Atene</td>
<td>04/11/2012</td>
<td>Derek Halbekath</td>
<td>05/18/2012</td>
</tr>
<tr>
<td>John C. Barron II</td>
<td>05/07/2012</td>
<td>Jesse D. Hanson</td>
<td>04/25/2012</td>
</tr>
<tr>
<td>Robin D. Beck</td>
<td>03/17/2012</td>
<td>Heath Henricks</td>
<td>05/10/2012</td>
</tr>
<tr>
<td>Eric L. Begay</td>
<td>03/16/2012</td>
<td>Paul M.</td>
<td>05/01/2012</td>
</tr>
<tr>
<td>Judas Begay</td>
<td>04/20/2012</td>
<td>Hernandez, Sr.</td>
<td>05/22/2012</td>
</tr>
<tr>
<td>Jason (Jake) K. Bell</td>
<td>03/27/2012</td>
<td>Lynn Hobson</td>
<td>05/24/2012</td>
</tr>
<tr>
<td>Brad Biakeddy</td>
<td>05/18/2012</td>
<td>Robert J. House</td>
<td>04/20/2012</td>
</tr>
<tr>
<td>Craig L. Bingham</td>
<td>03/15/2012</td>
<td>Ethanuel L. John</td>
<td>04/24/2012</td>
</tr>
<tr>
<td>Timothy C. Blowers</td>
<td>05/08/2012</td>
<td>Oliver G. Johnson</td>
<td>05/11/2012</td>
</tr>
<tr>
<td>Brent A. Brightwell</td>
<td>04/24/2012</td>
<td>John P. Jones</td>
<td>04/16/2012</td>
</tr>
<tr>
<td>James N. Brown</td>
<td>03/11/2012</td>
<td>Jeff Kadlec</td>
<td>04/16/2012</td>
</tr>
<tr>
<td>Lane Brown</td>
<td>05/18/2012</td>
<td>Jerry J. Krach</td>
<td>04/16/2012</td>
</tr>
<tr>
<td>Ryan P. Burch</td>
<td>04/20/2012</td>
<td>Justin Langdon</td>
<td>04/20/2012</td>
</tr>
<tr>
<td>Brandon C. Burgoyne</td>
<td>04/20/2012</td>
<td>Jonas C. Lasco</td>
<td>04/02/2012</td>
</tr>
<tr>
<td>Jeffery A. Burke</td>
<td>03/31/2012</td>
<td>Major L. Lee</td>
<td>04/11/2012</td>
</tr>
<tr>
<td>Joseph W. Cachaux</td>
<td>05/22/2012</td>
<td>Keith L. Levesque</td>
<td>04/26/2012</td>
</tr>
<tr>
<td>Larry K. Calamity, Jr.</td>
<td>04/09/2012</td>
<td>Miguel Lizalde</td>
<td>04/20/2012</td>
</tr>
<tr>
<td>Kevin Calhoun</td>
<td>06/06/2012</td>
<td>Derek Logren</td>
<td>05/06/2012</td>
</tr>
<tr>
<td>Felix G. Camarena</td>
<td>06/06/2012</td>
<td>Marlynn Logoi</td>
<td>05/17/2012</td>
</tr>
<tr>
<td>George A. Canchola, Jr.</td>
<td>04/20/2012</td>
<td>Omar G. Lopez</td>
<td>05/07/2012</td>
</tr>
<tr>
<td>Valentin M. Cardenas</td>
<td>04/20/2012</td>
<td>Eddie S. Lovett</td>
<td>05/25/2012</td>
</tr>
<tr>
<td>James Casey</td>
<td>04/02/2012</td>
<td>Alva Lynch, Jr.</td>
<td>04/11/2012</td>
</tr>
<tr>
<td>Arturo Chihuhuha</td>
<td>03/17/2012</td>
<td>Benjamin A. Macias</td>
<td>04/20/2012</td>
</tr>
<tr>
<td>Todd J. Clark</td>
<td>05/14/2012</td>
<td>Martin M. Magallanes</td>
<td>05/18/2012</td>
</tr>
<tr>
<td>Alfonso Concha</td>
<td>03/22/2012</td>
<td>Philip Marquardt</td>
<td>05/18/2012</td>
</tr>
<tr>
<td>Nicholas Davis</td>
<td>03/17/2012</td>
<td>Adam Martin</td>
<td>05/18/2012</td>
</tr>
<tr>
<td>Thomas Deel, Jr.</td>
<td>05/08/2012</td>
<td>Daniel M. McLoud</td>
<td>04/20/2012</td>
</tr>
<tr>
<td>Anthony Dodson</td>
<td>04/20/2012</td>
<td>Santos G. Medina</td>
<td>03/26/2012</td>
</tr>
<tr>
<td>Rolando Dugi</td>
<td>03/15/2012</td>
<td>Kyle Meier</td>
<td>03/26/2012</td>
</tr>
<tr>
<td>Jayson R. Edmonson</td>
<td>04/13/2012</td>
<td>Dallas Miller</td>
<td>04/20/2012</td>
</tr>
<tr>
<td>Vincent L. Esposito</td>
<td>04/20/2012</td>
<td>Robert Mitchell</td>
<td>04/20/2012</td>
</tr>
<tr>
<td>George L. Fergus</td>
<td>04/20/2012</td>
<td>Jeff Moore</td>
<td>05/08/2012</td>
</tr>
<tr>
<td>Ervin P. Florendo</td>
<td>04/16/2012</td>
<td>Michael D. Mote</td>
<td>04/25/2012</td>
</tr>
<tr>
<td>Richard A. Fossman</td>
<td>03/13/2012</td>
<td>Aaron (Buzzy) M.</td>
<td>04/25/2012</td>
</tr>
<tr>
<td>Fernando Galvan</td>
<td>03/17/2012</td>
<td>Mullins</td>
<td>04/03/2012</td>
</tr>
<tr>
<td>Andrino A. Garcia</td>
<td>04/20/2012</td>
<td>Nathaniel (Dan) D. Munoz</td>
<td>05/18/2012</td>
</tr>
<tr>
<td>Lucas Gilbert</td>
<td>05/18/2012</td>
<td>James Nesmith</td>
<td>03/17/2012</td>
</tr>
</tbody>
</table>

MESSAGE FROM GRATEFUL MEMBERS

To all the members of Local 469,

Words cannot express how much all of your support, prayers and beautiful flowers have done for us through this extremely hard time in our families’ lives. Chuck Porter was a member of IBEW Local 640 for 38 years and a very proud union man.

“*He will forever be missed but, never forgotten!*”

With all our love,
Susie Porter and family
Shannon Jessee (Local 469) and family
Chad Jessee (Local 469) and family

IN MEMORIAM

Local 469 honors the following recently departed members:

<table>
<thead>
<tr>
<th>Name</th>
<th>Initiated Date</th>
<th>Passed Away Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jack Burke</td>
<td>01/16/1971</td>
<td>04/10/2012</td>
</tr>
<tr>
<td>Morris A. Chandler, Jr.</td>
<td>02/17/1950</td>
<td>04/06/2012</td>
</tr>
<tr>
<td>Richard E. Cooke</td>
<td>10/29/1970</td>
<td>04/18/2012</td>
</tr>
<tr>
<td>Thomas Cunningham</td>
<td>01/21/1947</td>
<td>05/18/2012</td>
</tr>
<tr>
<td>Bernard Edge</td>
<td>09/25/1968</td>
<td>01/20/2012</td>
</tr>
<tr>
<td>Placido M. Galvan</td>
<td>09/18/1971</td>
<td>03/18/2012</td>
</tr>
<tr>
<td>William E. Gibson</td>
<td>08/22/1952</td>
<td>06/03/2012</td>
</tr>
<tr>
<td>William P. Hageman</td>
<td>10/06/1967</td>
<td>03/16/2012</td>
</tr>
<tr>
<td>Paul M. Hepker</td>
<td>06/28/2007</td>
<td>05/19/2012</td>
</tr>
<tr>
<td>Jack B. Miller</td>
<td>09/27/1956</td>
<td>05/06/2012</td>
</tr>
<tr>
<td>Ralph Reece</td>
<td>04/07/1948</td>
<td>04/27/2012</td>
</tr>
<tr>
<td>Jimmy Runyon</td>
<td>11/07/1958</td>
<td>05/14/2012</td>
</tr>
<tr>
<td>Fletcher A. Showalter</td>
<td>04/26/1946</td>
<td>03/17/2012</td>
</tr>
<tr>
<td>Edward Smith, Sr.</td>
<td>08/27/1963</td>
<td>04/26/2012</td>
</tr>
<tr>
<td>Richard J. Sujat</td>
<td>03/22/1965</td>
<td>04/24/2012</td>
</tr>
<tr>
<td>Vernon Vickers</td>
<td>08/21/1969</td>
<td>05/10/2012</td>
</tr>
</tbody>
</table>

Arizona PIPE TRADES Reporter
Summer 2012

30
Moving up in the trades
During the course of his career, he worked for PM Plumbing and Mechanical, and at Intel for both University Mechanical and Engineering Contractors and Harder Mechanical. Doug has worked as a journeyman, superintendent and foreman.

Transition to teaching
Twelve years ago, Doug transitioned into teaching, initially with safety classes. His favorite part of the job, he said, is seeing the light of understanding flicker in a student’s eyes.

He also works to develop new curriculum. Currently, Doug is working on a clean room awareness class that will cover the basics – the definition of a clean room – and practical job-site knowledge, including definitions for all the acronyms used on site.

Helping with campus projects
With the ongoing training center upgrades, Doug put his supervisor skills to work managing the local painter’s union members who painted over the black welding booths to make them grey.

The labor intensive project involved welding instructors Bud McIlroy and Darrell Howell moving the welding machines to allow for painting – a daunting process that Doug said had held previously held up the project. Doug says the project could not have been completed without the help of Bud and Darrell.

Doug says he enjoys teaching and sometimes thinks about his days supervising in the field.

“I miss it, but I don’t miss it,” he said. “I sleep a lot better at night.”

*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

---

**2012 UPCOMING EVENTS**

**Union Meetings**
Friday, July 20, 6 p.m.
Friday, Aug. 17, 6 p.m.
Saturday, Sept. 15, 9 a.m.

**Retirees’ Meetings**
Tuesday, Sept. 11, 10 a.m.
Meetings have paused for the summer.

**SMACNA Poker Run**
Nov. 3 – Mark your calendar and watch for more information!
Just returned from a successful hunting trip?
Recently celebrate a family member’s graduation?

Send us a picture!

We’ll showcase your good fortune in the next edition of the AZ Pipe Trades Reporter.
Now featuring hunting, fishing, graduation, birth and other news from members!

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

Send us your good news today!