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The Arizona Pipe Trades Reporter is a quarterly publication for the members of Arizona Pipe Trades 469, industry, government and community partners. To subscribe, send an email to info@thetorresfirm.com or contact Torres Consulting & Law Group at 602.626.8805.
As 2012 fades into the history books of Local 469, I am certain we can all agree it has been one of the most prosperous and exciting years in more ways than one.

Continuing our world-class work

First and foremost, our members and employers have been extremely busy doing what we do best: delivering to Arizona businesses the industry’s best-in-class mechanical and plumbing services. The opportunity to continue to ply our craft and provide for our families is a true blessing that we cannot take for granted, and it appears that 2013 will be as productive as 2012.

Thank you, members, for your hard work

With Intel’s tool install on the horizon and the Solana Solar Power Generating Station’s work winding down, I would like to take this opportunity to thank not only the members and employers involved in these high-profile projects, but also those involved in each and every project Local 469 has worked on this past year.

Political inertia in our favor

The political force that you have created with your PAC contributions cannot be overstated. This election year was as big as it gets and the stakes have never been higher for our Local, our members and our families. Our very way of life, our standard of living and our right to collectively exist as a union is on the line, with some very radical elected officials with extreme views leading the charge to eliminate us.

Members spoke out

But our membership has made one thing clear: we will exercise our right to fight back and politically assert ourselves as never before. Our collective efforts resulted in some very important political victories, and we have positioned our PAC for a very successful future. We must never lose sight of our goal to assist our friends and defeat our enemies in the political arena.

Endorsed candidates fared well overall

A quick review of the election results tells us that we did well with the majority of our endorsed candidates, beginning with the re-election of President Barack Obama, which is obviously a huge victory for Local 469 members and all of labor.

It certainly is reassuring to know we will have a president for the next four years who fights for important issues like project labor agreements, prevailing wages, workforce

“We have positioned our PAC for a very successful future.”

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In last fall’s Arizona elections, organized labor cannonballed onto the political scene, splashing water onto the establishment and forcing them to ask Local 469 for a towel. This level of political involvement by organized labor is unprecedented in our state’s history.

Local 469 members should be proud of all they have accomplished. In this rabidly anti-union state, where Republicans have for years exercised unadulterated control, Local 469’s hard work finally gave way to an exciting political debut. 

Taking the world by storm

Over the past year, we influenced elections and watched political insiders squirm while they wondered who we were and where we came from.

Supermajority lost its power

In November, Local 469 helped exorcise the Republican supermajority from Arizona’s Legislature. Labor-friendly candidates gained four seats in each the Arizona Senate and House. This change in the legislative makeup means we can now expect that even the most concerted efforts to pass anti-union bills will require compromise from centrist legislators who understand the plight of working families.


Although we did not win all our races on Election Day, the entrance we made alerted lawmakers that 469 intends to advocate for its members – and we won’t stop until we get what we want.
Achievements change dynamic with our foes

Working to elect labor-friendly candidates achieves more than the obvious goals. It also makes the politicians with whom we have tepid relationships more receptive to working with us. Our political relevancy makes our enemies more wary of provoking us because they know we’ll fight. They know we have the power to alter Arizona’s political landscape.

Years of effort paying off

For the establishment, Local 469’s PAC emerged from nowhere. But we know first-hand the hard work, countless volunteer hours and many years of momentum building that preceded last year’s emergence onto the political stage.

Local 469 members have been working toward this for years.

The members have donated their days off to drop literature, mobilize voters and pound signs.

Member involvement the key to success

The dedication of Local 469 members has not only made the PAC successful, it also makes the PAC’s endorsement that much more valuable. Candidates seek our endorsement because they know they’ll get boots on the ground to help push them to victory.

Members also generously gave money to the PAC, an investment that is already paying off with more jobs and increased monitoring of bills that threaten to weaken unions.

As much as we wish it weren’t the case, politics is often a money game. Deepening our coffers will only help us achieve our ambitious plans to remove political obstacles to our success.

Local 469 sets the trend

We can be proud that while unions are facing serious setbacks in other parts of the nation, Arizona’s unions have just begun their mighty roar.

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POLITICAL ADVOCACY: MORE THAN WINNING ELECTIONS

How politics improves life for Local 469 members

When insane bills arise that propose, for example, limiting quintessential union activities such as negotiating, what determines if the bill gets squashed or if it passes? The makeup of the voting body, of course. If a governing body consists of mostly anti-union lawmakers, you can bet that scary bills such as these have a good chance of passing.

That’s why Local 469 fights so hard through its Political Action Committee to elect labor-friendly politicians and advocate with them to pass union-friendly bills. When it’s not election season, the PAC vigilantly watches the rules proposed in city councils, the Legislature and Washington D.C., and works to defeat any bad bills that arise.

“Our union, in one of the nation’s most anti-labor states, influenced elections both federal and statewide.”

Incredible opportunity to increase work

Knowing how intimately politics affects our daily lives, the PAC grew excited last year when an unprecedented opportunity arose: the chance to eliminate Arizona’s labor-hating legislative supermajority that had for years passed anti-union bills with unfettered control.

Changes in the state’s voting district boundaries through redistricting created more toss-up districts than ever before. These new lines reflected Arizona’s growing population, and created openings for groups like Local 469 that seek to influence politics.

If the Local 469 PAC achieved its ambitious goal, as it did, we knew that great things would be possible.

Ultimate question: how does this help members?

Influencing politics is, of course, the end game of helping candidates win elections. Over the past year, Local 469’s PAC devoted much attention to elections because of the many important races that were decided.

Whatever strategy the PAC pursues, it weighs all political efforts against a very important question: how will this effort improve the lives of Local 469 members?

We’ve already enjoyed victories related to that goal, including inserting union-friendly language into Arizona Corporation Commission rules, promoting local hire ordinances in Tucson and pushing for fair policies on the Phoenix Development Board.

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Influencing politics begins with elections

However, all these wins begin with helping labor-friendly leaders win races. And so, when the historic opportunity arose to destroy the union-hating legislative supermajority, Local 469 seized it. To realize that dream, Local 469 needed to help elect enough labor-friendly legislators to decimate that fanatical supermajority.

The prize was luscious – better relationships with lawmakers whose decisions affect our paychecks, more jobs and more opportunities to guide our destiny. As with all grand prizes, the stakes were high.

Local 469 considers the allocation of its members’ resources seriously, and this operation required a significant commitment.

However, the effort paid off. Fortuitous timing met thorough preparation and the results were nothing short of historical.

Our union, in one of the nation’s most anti-labor states, influenced elections both federal and statewide.

Success: when opportunity meets preparation

We prepared mightily for last year’s important elections. We warmed up with 2011 and 2012 city elections, in which we endorsed winners Phoenix Mayor Greg Stanton, Tempe Mayor Mark Mitchell, Tucson Mayor Jonathon Rothschild and Surprise Mayor Sharon Wolcott, in addition
continued from page 7 - How politics improves life for Local 469 members

How does the PAC work, anyway?

Endorsement the first step

The election season begins with a long and thorough endorsement process. Political candidates are invited to complete questionnaires that ask them to detail their views on organized labor, Project Labor Agreements and specific steps they have taken or would take to help Local 469, if endorsed and elected to office.

After completing the questionnaires, select candidates are invited to an interview. The PAC’s final decision comes after long deliberations to ensure that the chosen candidates would not only champion labor issues, but that they are also serious contenders who are likely to win.

These strategic decisions ensure that the PAC wisely allocates its resources.

Varying levels of endorsement possible

Several levels of endorsement are available for candidates, depending on how much support the PAC decides to offer. The basic level includes endorsement in name only. This means the candidate receives no money or volunteer assistance to his campaign, but may state that Local 469 has endorsed his candidacy.

Other levels include support in the form of volunteer manpower to drop campaign literature and pound signs, or monetary assistance to purchase advertisements. Candidates may receive just one form of support or several, depending upon the PAC’s decision.

The high number of Local 469 members willing to donate their time to promote candidates makes the PAC endorsement very attractive. As Local 469 gains more political relevancy, our endorsement will become increasingly coveted.

Training center tours

During the endorsement process and after elections, Local 469 invites candidates to tour the Joint Apprenticeship Training Center. Many elected leaders have taken us up on this offer, including Tempe Mayor Mark Mitchell and Tempe Councilmember Corey Woods.

“We want politicians driving down the road to wonder if the people on those jobsites are Local 469 members or signatory contractors.”

to various successful city councilmembers. The general population considers Arizona’s government anti-union, but when you look at the makeup of its major cities, the perception slowly changes.

As Local 469’s efforts continue, we will work toward ultimately turning our entire state Legislature and congressional delegation union friendly.

Our legions of member volunteers have helped to elect these labor-friendly politicians, and without their commitment and support, none of these victories would have been possible.

Arizona Rep. Ruben Gallego, right, tours the Joint Apprenticeship Training Facility and meets an apprentice.

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Brothers and sisters,
Happy New Year!

2012 marked an upsurge in employment opportunities for Local 469.

Our Local is very fortunate to have more than 300 members working on the Solana Solar Plant, the largest concentrated solar plant under construction in the United States. The project will keep our members gainfully employed into the New Year.

We also have numerous 469 members working across Arizona, in outlying areas like Nogales, San Carlos, Yuma and Flagstaff.

Members, thank you for your work in these communities and your dedication throughout the year.

Rising tides of prosperity

Job growth for our industry is expected to carry into 2013 for welding, hospital and clean room sectors.

The demand for qualified workers in 2013 will be strong. In order to meet the upcoming needs of the industry, 469 is busy adding new buildings, larger classrooms and staff at the Joint Apprenticeship Training Center.

Now is an important time to stay updated and upgrade your necessary certifications at the JATC, so you can be eligible for the coming job openings.

Make sure you close out the year with the best preparation for next year.

From the Ingwaldson family to yours, enjoy a happy and healthy new year.

Be sure to update and upgrade your certifications so you can be ready for upcoming jobs!
This year, we were blessed with many outstanding work opportunities for our members, as well as many job openings for members of other UA locals.

Opportunities on the horizon
Although we are in a period of slow employment opportunities due to the holiday season, we are on the cusp of many new projects that will once again put smiles on the faces of those who rely on our contractors for work.

In 2013, we have several medical facilities scheduled for construction.

Shortly after the first of the year, we also expect a large surge in employment opportunities at our local microchip manufacturing plant.

Changing the political landscape
In 2012, we were also very proactive in protecting 469 jobs on the political front. While we certainly did not win all the races we were involved in, we did have a tremendous impact on the face of the Legislature and Congress, in both local and national races.

Our success in these races was largely due to the physical and financial support of Local 469 members.

On our annual Big Day of Action, more than 100 volunteers showed up to promote our endorsed candidates with neighborhood canvassing, literature drops and sign poundings.

Very few organizations in Arizona can deliver that many volunteers and help political campaigns the way we can.

Our political action this year was beyond comparison. We are now at a point where many look to us for direction. We would like to thank you for that.

I am proud to be working for a local whose volunteers display dedication and exemplary involvement in their union.

Cheers to the future
I look forward to the start of the New Year, and the many opportunities for Local 469 and our signatory contractors as we continue to grow together and build Arizona. I hope you enjoy a healthy and prosperous new year!
With the new year just beginning, I would like to reflect on 2012.

Push to recruit welders absorbed early part of the year

I was fortunate enough to take office while our man-hours were on the rise. With the workload at Intel, and the Solana plant, our focus at 469 in the early part of the year was on welders.

Our team worked tirelessly to recruit welders from across the country, as well as bring them in from our own backyards. At one point, I recall tearing the pages from the roll call book, splitting them evenly between the agents, and calling every local union in the United States and Canada to acquire welders.

I personally took stock in some of the local high schools, in an effort to build our future numbers of local welders, which simultaneously created strong relationships for our future.

Politics dominated middle 2012

Towards the middle part of the year, our focus turned political. With a major election in November, talks began to revolve around what 469 could do to gain political posture at the Capitol.

I am proud to say we were able to flip four state Senate seats in our favor while gaining an unprecedented level of respect among local politicians.

This is a testament to our members’ commitment, and trust in the PAC fund, and PAC members.

Gains made possible by members’ commitment

While the biggest strides we made this year were in the political arena, we cannot forget that our membership’s hard work and commitment to advancing our Local is what allowed us to bring these political aspirations to fruition.

End-of-year update

Although we have experienced great successes in 2012, I am concerned as we close out the year. We currently have a large number of apprentices on our out-of-work list.

This was created by the large demand generated by the amount of work we were fortunate enough to partake in this year.

You see, travelers allowed us to provide the extra journeymen needed for the increased number of man-hours. However to stay in line with the journeyman/apprentice ratio, we had to bring in a large number of new apprentices to meet our contractors’ needs.

High apprenticeship enrollment creates opportunity

Now that things have leveled off, we find ourselves with an abundance of out-of-work apprentices. While it may not be popular opinion, I believe this actually

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Now that the elections are over and America has chosen its leaders for the next four years, we can embrace the fact that we now have allies of organized labor in key political positions. This was not accomplished by chance, nor were our efforts 100 percent successful in our state. This accomplishment was achieved by educating the voting public and the politicians that the middle class is truly the heartbeat of America.

Community involvement promotes Local 469’s prosperity
As a member of Local 469, and regardless of your political party affiliation, it is imperative that you are involved with your community and government to help preserve our working future. It is only by our voice that we will be able to educate the politicians and public about what we truly stand for. Many times, you hear attacks against union labor that use terms like “union thug” or “labor boss.” These terms have been used for years against us to give the public a tainted view of organized labor. Corporations then use this propaganda to try and undermine fair wages and decent benefits. The only way to stay even and afloat is to get politically involved so our voice can be heard.

Political investment the smartest decision we can make
A couple of years ago, the members of Local 469 decided to invest in our political future. Since that time, 469 has grown into one of the strongest political unions in our state, thanks to the help from our members and our political partners at the Torres Group.

Three years ago, the Arizona Legislature had never heard of Local 469. Today, all parties know 469 as a persuasive voice in Arizona’s political world.

Now that we have their attention, it is time to start the education process of how we, as a skilled organized trade, can better the state of Arizona.

Educating public leaders to achieve our goals
We will show our political leaders our state-of-the-art training facility, which is 100 percent contractor funded and operates successfully without the use of one tax dollar.

By using this facility, we can build skilled tradespeople who learn to perform work proficiently, and get it right the first time so our craft will rise above the non-union sector.

Organized labor reduces public costs
We can let political leaders know that employing an organized labor force reduces...
Watch out Arizona, Local 469 has arrived on the political scene

the costs of the overburdened state health care system. We accomplish this by negotiating benefits – like health and welfare – as part of our wage package, which relieves the tax payer dollar.

Negotiating a fair wage package stimulates the economy and allows a family member to stay home, if necessary, to help raise the children of our future.

Local 469 members also have the benefit of participating in a secure retirement plan as part of our working agreement. This helps America by not placing a financial burden on the taxpayer dollars allocated for our elderly citizens.

Speaking out on behalf of our members

Yes, Local 469 has a lot to be proud of. We are true Americans carrying our own weight, but this will never be known if we do not have a voice. The Pipe Trades of Arizona is not far left, and we are not far right.

We are centered people with centered plans for Arizona's future. Only with the support of our members will we be respected and heard.

Thank you, volunteers

I would like to thank all of the volunteers who spent their personal time devoting hours on the phones and miles on their feet to make our state's recent election the closest one in years.

To my fraternal Brothers, Sisters and all their families, I wish you a wonderful and healthy new year.

Stay involved!

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Just returned from a successful hunting trip?

Recently celebrate a family member's graduation?

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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!
Celebrating the holidays with the Local 469 family.
Celebrating the holidays with the Local 469 family
As another year passes, it hardly seems possible that the next school year already started on Jan. 7, 2013.

**JATC updates include new building**

It has been a very exciting and busy year for the Joint Apprenticeship Training Center. We accomplished a great deal around the training center.

We completed a new building to warehouse materials and store miscellaneous training components that are used only occasionally. This will allow existing training areas to be used to their fullest capacity.

We are also finishing up the piping for our heating and cooling additions for Buildings 1, 2, 5 and 6, which will make our training more comfortable. These are also the buildings used for weekend classes such as the Boy Scouts of America, specialty welding practices and PVC bonding.

**Keeping certifications current is important**

It is very important to keep all of your certifications current and make sure you’re up-to-date on your continuities. We have many new classes and certifications available for all of our members. It is important to achieve these certifications not only for our members to secure jobs, but also to ensure everybody has the skills needed to perform the work that our contractors have been hired to complete on jobsites.

**Continual effort needed to stay the best**

We must continue to be more qualified, skilled and productive than any other craftsmen in the workforce today. Always remember we carry the weight of the construction industry on our shoulders, and we are the leaders in industrial construction today.

We train and make training available to more than 3,000 members. The Apprenticeship facility is open seven days a week most of the year, with training and certifying available on Saturdays and Sundays, as well as during the week.

**Training the basis of all great things**

I can’t say enough to the individuals who make this all happen. They are very dedicated in their pursuit of perfection and work diligently towards making us successful. By facilitating the training needs of the membership, we maximize their employability and prepare our membership for changes in the industry.

**Hard-working staff makes excellence possible**

Our staff and many instructors are responsible for the day-to-day activities of the Apprenticeship facility. Thanks to all of you for your assistance with this great training facility. I hope everyone had a safe and wonderful holiday season. I am always hoping for full employment throughout the year and years to follow.
Shortly after Local 469 instructor Pete Gobrick joined the Apprenticeship, his wife asked him, “You like your job, don’t you?” He said, “Yeah, I do. Why?” She told him that he had been practicing welding motions in his sleep, hands raised above him, with a big smile on his face.

All those hours of virtual practice must have paid off because Pete said that he found learning the trade pretty easy. That was five years ago, and today Pete continues to develop his skills as an orbital welder on the jobsite by day and at the Joint Apprenticeship Training Center by night.

This year, Pete was recognized as the outstanding steamfitter apprentice in a state contest. The achievement marked his third straight year of winning the Arizona state steamfitter apprenticeship contest.

Pete began teaching a year ago when a partner of his needed help at the training center. Pete joined him and kept teaching even after the partner left. Today, he teaches one night class twice each week.

East Coast origins

Originally, Pete hails from New York. While living back East, he worked as a truck driver. He moved to Arizona about 12 years ago, and at first picked up whatever
Graduation looms, but learning never ends

In the last week of the last year of his apprenticeship, Tim Hegg looked forward to the official start of his new career as a journeyman pipefitter. However, he approached the milestone with equanimity. “It’s good to be done with it, but at the same time there’s still a lot to learn. Just because the apprenticeship is done doesn’t mean that the education or the learning is done,” he said. Tim looks forward to mastering the craft in his own good time. “I’m not in a real big hurry to get to the front of the line,” said the 36-year-old. His patience likely helped him to continue through the apprenticeship program despite early difficulties learning the trade’s skills. “It took me – to get that welding cert – it took me the full five weeks of welding. And I didn’t think that I could get it. If anybody is struggling with that, just keep showing up and they’ll get it,” Tim said.

A good career change

Tim previously worked as a meat cutter and member of the United Food and Commercial Workers Union. He began to grow disenchanted with the field’s limited opportunities for growth and absence of tangible results from a day’s effort. “You top out pretty quick as a meat cutter,” he said.

Each day was spent slicing pounds upon pounds of meat that ended up that night in someone’s refrigerator. A week later, his work potentially landed in the trash can.

Finding reward in building things that last

In the pipe trades, Tim’s work lasts. “Once you’ve built something, it lasts 10, 20, maybe 30 years,” he said. He also likes that he’s learning transferrable skills.

A skill learned in class might be used later on to fix something around his house, or on his car.

Although Tim looks forward to one day working as a foreman – the foreman training class was among the last he took before turning out – he says he wants to comprehensively understand the field and

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Pin Ceremony
When 210 feet of 6-inch steel pipe was recently delivered to Northland Pioneer College’s welding training facility in Show Low, a surprised program co-chairman and instructor Curtis Casey told the driver, “I didn’t order any pipe.”

Curtis soon learned the Arizona Pipe Trades Local 469 had ordered the pipe, a donation of between $4,000 and $5,000 to the NPC program.

“The pipe came at a great time for our students, who had been scavenging end cuts from our yard for the past few weeks. A ‘thank you’ is just not enough,” said Curtis. The pipe donation has been shared with NPC’s other welding training centers in Holbrook and St. Johns.

Training tomorrow’s welders

The pipe donation reflects a growing partnership between the NPC welding program and Local 469, which welcomed nine NPC welding program students into its apprenticeship program in the past four months.

“Your (NPC) students have been exactly what we want in our organization,” said Aaron Butler, Local 469 business representative. “They are on time, professional, eager to learn, and very excited about their futures. Keep up the great work,” he added. “You’re turning out some awesome young talent.”

NPC alums prospering in 469

Two NPC program alums, Patricia Mangum and Dustyn Howard, are featured in a new workforce development video for the Local’s apprenticeship program.

Patricia, who earned Level 2 welder certification in the NPC program, is an apprentice at Harris Mechanical, working on the Solana Solar Generating Station, about 15 minutes from Gila Bend. Her skills earned her the apprentice pay rate of $22 per hour and the respect of several journeymen welders who have taken her under their wing.

“My crew has been working on Schott tubes for the mirrors, fusing Schedule 5, three-foot carbon pieces to stainless. My job is to prep the carbon pieces for five welders, grinding and buffing 50 pieces a day, 10 for each welder,” wrote Patricia. “I love every minute of it.”

Patricia praises her NPC/NAVIT welding instructor Frank Pinnell for “teaching me enough about welding and making me figure out most things on my own. I learned so much more than just welding in class. I learned great communication skills and work
I can walk up to just about anyone and start a conversation about anything, something that I could never had done before the NPC/NAVIT classes.”

**Petite and female, she keeps pace with the burly**

At 5’3” and 100 pounds, Patricia has no problem keeping pace with the “burly men” she works with every day. “I am completely capable of doing my job efficiently and at a steady pace. I would encourage other women, of any size, who are willing to work, to consider becoming a welder.”

She speaks highly of the paid apprenticeship program as an alternative to a four-year college degree. “This is a great opportunity. It is preparing me for a career for the rest of my life. This is not just a job that you work at for six months and then you’re out of a job,” she said.

Dustyn, who is an apprentice with University Mechanical, is also impressed with the training opportunity. “The apprenticeship involves both classroom and hands-on training. What you’re learning is applied the very next day or week on the jobsite.”

**NPC partnership speeds student entry into 469**

In the past, the only way to get into the Local’s apprenticeship program was through a program at Gateway Community College followed by an entrance exam that tested math and English skills. If a student passed the test, he or she would serve as a call-out applicant, at $14 per hour, for 500 hours, or nearly four months, before being invited into the apprenticeship program.

“After seeing what NPC students learn, Local 469 is now allowing our students to skip the applicant phase and go directly into an apprenticeship,” said Curtis. A beginning apprentice working in the Valley can make $17 per hour. Apprentices willing to travel can earn up to $22 per hour, he said.

**Statewide opportunities available**

Apprenticeship opportunities are not just limited to the Valley. Last April, a subcontractor working at Springerville Tucson Electric Power (TEP) hired NPC welding student Anthony Dominquez almost two months before his classmates were able to apply for positions. “It is great to share with our communities, and especially other parents, about the success of our students and the ways NPC touches lives,” added Curtis.

**Partnership inspires current NPC students**

The success of recent program graduates has motivated current students. “They see the support from industry and the recognition waiting for them. They are highly motivated to master

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“This is a great opportunity. It is preparing me for a career for the rest of my life.” – Patricia Mangum, NPC alum and 469 member

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Going for glory

Liz and Gabe Martinez have guts. Small business entrepreneurs need guts to ride the waves of profit, loss and the fear of crashing and burning. But Liz and Gabe Martinez have guts times two.

First came the original business launch in New Mexico in 2004. Gabe had been working for the same contracting company for many years, and he finally felt he maxed out his growth. He wanted to start a business.

The contracting company’s owners, a husband and wife team, came from a family of entrepreneurs and they believed in Gabe. The husband lent Gabe start-up capital and told Gabe that if the business failed, he could return to work at the company.

The husband mentored Gabe on the mechanics of starting and running a business, and the wife taught Liz everything she knew about the finance of construction.

Today, Liz runs Jack Mechanical’s finances. The business grew and prospered. Liz and Gabe gave New Mexico UA Local 412 members jobs and a good life just as the contracting company had given Gabe a good life. Now, they hope to contribute to Local 469’s prosperity and look forward to developing relationships with local industry groups.

“It was one of the happiest days of my life when I was able to pay it back,” said Gabe of the start-up capital.

And then a new opportunity arose.

To risk or not to risk

Opportunities are tricky. Most of them seem like good ideas when ensconced in abstraction. But as a small business owner, saying yes to one or two bad opportunities can derail your livelihood, plus those of your employees.

But when you have guts, you see opportunities and you silence the fear and you go for it anyway because without chances, life is empty.

“Sometimes in life, opportunities slip through your hands and you didn’t even know about it,” said Gabe. When you spot a good one, better hold on and ride that wave with everything you’ve got.

So Liz and Gabe invested a large sum of money into their business, their future and the future of their employees and expanded to Arizona. The venture involved purchasing new equipment, setting up a
new facility and hiring Local 469 members.

Jack’s Mechanical will employ roughly 60 Local 469 members to complete the company’s existing work, with the potential for more as the company’s Arizona business grows.

In July, Jack’s Mechanical opened its Casa Grande shop. Liz and Gabe scored a huge, three-year contract with a large semiconductor factory, and plan to stay in town even after that job ends.

**A true partnership**

Liz and Gabe are married and work together. They love that they work together, they love their business, and gauging from their positive personalities, they love life.

That good energy has drawn to them a team that helps Jack’s Mechanical remain solid. A good lawyer, a good banker, a sharp accountant – everyone one of those people is integral to the company’s success, said Gabe. And the business’ solid crew in New Mexico allowed the couple to take this journey in the first place, allowed them to trust enough to leave and start something new.

**Giving back to employees**

They wanted to give their New Mexico employees new opportunities – “they’ve worked real hard for us,” said Gabe – and also look forward to deepening ties with Local 469.

“(Our mentors) gave us our opportunity,” said Liz. “We wanted to do the same for our guys.”
work he could find.

His father-in-law is a retired UA Local 638 member from New York City and suggested to Pete that he apply to Local 469.

“Jumped right in and haven’t looked back,” Pete said.

Taking opportunities as they come

Pete fell into orbital welding in a similarly serendipitous way. Pipe tradesmen can go in one of two directions, said Pete. The down-and-dirty powerhouse way or the “nice, clean, push the buttons” way.

“I ended up the button kind of guy,” he

continued on page 31
The tour accomplishes several important tasks. First, it shows candidates and politicians the complexity of our trade and how many career opportunities are available in the plumbing and pipefitting industry.

Second, the tour allows us to showcase our world-class training center, filled with cutting-edge equipment, all funded without public money. Education free of taxpayer dollars is an idea all politicians can support.

Third, the time we spend with these leaders allows us to deepen our relationships with them, so that we can better work together on issues important to Local 469.

**Does this really impact my life?**

**Influencing public policy**

Already, the PAC's strategies have proven successful in affecting legislation.

Take, for example, our success with the Arizona Corporation Commission. Local 469 recently worked with commissioners to insert a clause into certification requirements that requires contractors to talk with trade organizations before moving forward with projects. In an anti-union, right-to-work state, that's a significant victory.

The corporation commission is an important body that directly influences the number of jobs available to Local 469 members. Its decisions can, for example, influence a power company's need to build new facilities.

**Sound strategy drives endorsement process**

During November's elections, Local 469 endorsed winning corporation Commissioner Bob Stump, a Republican. The PAC chooses its endorsements pragmatically, which is why it endorses labor-friendly Republicans. This measured approach, based on facts and not dogma, contributes to its high level of success.

Local 469 looks forward to working with Mr. Stump and previously endorsed 469 candidates Gary Pierce and Brenda Burns on the corporation commission.

**Averting bad policy in Phoenix**

In Phoenix, Local 469 representatives were invited to sit on the Development Advisory Board that considered how to streamline the city's building construction approval process. Our involvement helped defeat a push to privatize city inspections, which would have compromised public safety and hurt Local 469 members.

This victory never would have been possible were it not for our relationships with the mayor and councilmembers in Phoenix.

**Local hire push in Tucson**

Local 469 representatives were also called to sit on a Tucson committee devoted to exploring local hire opportunities. Through its seat on the committee, Local 469 worked with the taskforce to recommend to city council that it officially promote the hiring of local workers on construction

continued on page 30
Nearly 700 Local 469 members and their families attended 2012’s health fair, improving their own wellness and contributing to the wellness of others.

Thanks to all who attended the annual event. If you weren’t able to make it, we hope you’ll come out in 2013 for great prizes and tons of information designed to help you live a healthy and happy life!

By the numbers
129 - Wellness and Visiderm skin screenings
199 - Flu shots
17 - Pneumonia shots

United Blood Drive:
17 - units donated
Health Fair enjoyed by many

Mobile On-Site Mammography (MOM):
29 - patients screened,
an additional 16 scheduled

Prostate On-Site Project (POP)
Screening:
74 - patients screened
continued from page 27 - How politics improves life for Local 469 members

projects.
These policies help Local 469 members and all Arizona workers. Through Local 469’s political action, we gain a seat at the table and the opportunity to influence these very important policies.

Politicians will ultimately wonder: are those Local 469 members on that jobsite?

Effects of building relationships
Right now, when politicians drive down the road and see signs of construction, they’re probably happy to see signs of an active economy.

Here’s our goal for the Local 469 PAC: we want politicians driving down the road to wonder if the people on those jobsites are Local 469 members or signatory contractors. Once we work with politicians to make that important connection, our opportunities as a Local rapidly expand.

With that key connection made, we’ve created very influential advocates who will fight for us. We need all the help we can get because many anti-union politicians still sit in decision-making positions and propose potentially bad bills every law making session.

How do I stay informed?

Work continues after Election Day
Going forward over the next legislative session and beyond, we’ll be sure to keep our members informed about upcoming legislation that could affect their ability to organize, work or enjoy basic labor rights.
Keep an eye on your mailbox for the PAC Newsletter, which is your official source of all the latest political news and endorsement updates.

Participate in volunteer events
Consider showing up for volunteer events. Our volunteers make a huge difference in cementing our relationships and helping to achieve the PAC’s goal of improving members’ lives through political advocacy. The PAC Newsletter and our occasional electronic updates are great sources of information for upcoming volunteer events and other news updates.
Also, be sure to log onto PAC Pulse at www.469PACPulse.com. On this website, you’ll find legislative updates, links to contact your representatives, and information about important issues that affect your life.

The fight never ends
Labor unions are under attack, in Arizona and beyond.
Let’s all stick together and get involved so that we can maintain our livelihood and our way of life, and fight to make life good for the average person who goes to work every day to earn a paycheck.
We’re lucky to be organized, and to have the power in numbers. Without vigilance, we may see trouble.
Thanks, members, for all your support. Let’s keep up the fight!

Tempe Mayor Mark Mitchell, left, and Tempe Councilmember Corey Woods proudly wear orange 469 Political Action Committee t-shirts.
said, adding that specializing wasn’t his original intention. “I didn’t want to be pigeonholed,” Pete said. “I like all aspects of the field,” he added, and wanted to experience all of them.

However, he fell into specializing in orbital welding, and enjoys the challenge of keeping his skills fresh, and now, of teaching.

**Benefits of Local 469**

Besides the possibility of a well-paying, solid career, Pete enjoys the camaraderie of Local 469 the most – the fellowship and brotherhood, “knowing that if you fall on hard times, they’ve got your back.” He also enjoys the ample opportunities for training and updating his skills.

In fact, each August, Pete attends the Instructor Training Program for United Association teachers in Michigan.

Pete embraces the challenge of keeping his skills sharp and also enjoys passing his knowledge on to other members.

In UA Local 469, it all comes in a day’s work.
the jobsite before taking on the added responsibility.

He wants to understand “who’s trying to accomplish what on a particular job. I don’t want to jump just because somebody says jump,” said Tim in his measured, thoughtful way. He wants to ensure he’s always making the best decisions to achieve the project owner’s and contractor’s goals.

Political action volunteer award winner

Recently, Tim was recognized by the Local 469 Political Action Committee as the Apprentice Volunteer of the Year.

“I didn’t even know there was an award for volunteer hours,” said Tim. Political action is important, he added. “If we don’t support people who support us, we’re not going to exist eventually,” he said. “If I didn’t have to worry about it, I wouldn’t. It’s one of those necessary kind of things.”

Apprentices are required to volunteer for a certain number of hours. They can choose any nonprofit for donating their time. However, Tim said for him, the choice was simple. He sees political activism as something that’s important to his livelihood and important for the continued prosperity of Local 469.

Slow and steady brings progress

Although political battles sometimes seem insurmountable, Tim applies the same philosophy to making progress there as he did to earning his welding certificate when he didn’t think he could.

“Just keep chipping away.” Eventually, a breakthrough will come.

the skills required to gain admission directly into the apprenticeship program,” added Curtis.

Since welders work in multiple trades, Curtis encourages students to consider cross-training. “There is a direct tie-in with NPC’s Industrial Maintenance and Operations program, where graduates can easily qualify for $70,000 per year positions,” said Curtis.

Northland Pioneer College serves the residents of Navajo and Apache counties through four regional campuses and five centers with a variety of educational options for academic, career and technical, and personal enrichment.

NPC supports each student’s educational goals through affordable tuition, small class sizes and caring, professional instructors. For more information about NPC programs and services, visit www.npc.edu or call (800) 266-7845.
ATTORNEY’S ANSWERS

Tips for making sure your car insurance fully protects you

A

utomobile insurance is expensive. But, when pricing coverage, one should give careful attention to whether the policy provides coverage for uninsured motorists and underinsured motorists.

Some carriers, even when offering “full-coverage” policies, discourage purchasing coverage for uninsured or underinsured motorists. Think twice before waiving your right to purchase these types of coverage.

The worst-case scenario

Consider this example: You and two family members are driving in your car. A negligent driver causes an accident, resulting in injuries for you and the passengers.

You need substantial medical treatment, and your injuries will cause you to miss several months of work. What happens if the negligent driver lacks insurance or only has a minimum coverage policy?

Coverage against uninsured or underinsured motorists protects you, your family members and passengers in your car in the event of injury caused by another negligent driver who either lacks insurance or whose policy limits are low.

Arizona insurance requirements

Arizona law requires all drivers to carry liability insurance with minimum limits of $15,000 per person and $30,000 per occurrence for bodily injury or death.

Many drivers secure liability coverage with higher limits. They do so to make sure they have sufficient coverage in the event someone sues them. However, many drivers carry only minimum liability coverage or worse – they carry no liability coverage.

Liability insurance

Liability insurance protects any person injured or killed as a result of the driver’s negligence, but only up to the stated amount. Under a minimum limit policy, the insurance company will pay up to $15,000 for any individual injured or killed.

However, if multiple persons are injured or killed, a minimum liability policy will pay up to $30,000 for all victims.

Risks of lacking adequate coverage

Two risks exist. First, if a negligent driver injures or kills you or your family members, your ability to recover damages would likely be limited to the dollar limits on the negligent driver’s liability coverage.

Trying to find assets to otherwise pay for a judgment is always difficult and sometimes impossible.

Second, many drivers ignore the legal obligation to carry any liability insurance. In either situation, you may not be able to recover compensation for damages for your medical expenses, lost income, pain and suffering.

continued on page 34
Knowing all this, we watched in amusement while political insiders spoke about the unlikely emergence of unions in ardent anti-union Arizona. We knew all too well – our entrance wasn’t unlikely. We worked long and hard for it, and November 2012 only marked the beginning.

Political success – let’s go get it

Now that we’ve arrived, we’ll continue to expand our influence, deepen our relationships and watch our efforts to make life better for working families take hold.

The 469 PAC now ranks as the state’s largest political action committee. In a ferociously right-to-work state, that’s big deal.

We flexed that muscle over the last few election seasons, and helped elect leaders to city councils, the state Legislature and Congress.

Successes will guide next efforts

Our recent successes will guide our work during the next year and beyond. During that time, we’ll work with our newfound friends to make life better for Local 469 members. We’ll educate elected officials about 469’s world-class training center that operates without taxpayer dollars.

We’ll show them why contractors choose to hire the best tradespeople out there, and we’ll keep building new relationships and telling the world why advocating for working families makes Arizona a better place to live for all residents.

Insurance pays for damages

Uninsured motorist and underinsured motorist coverage protects against these risks. If injured by a driver who lacks liability insurance, you may process a claim under your insurance coverage.

If the negligent driver has liability coverage, but your damage exceeds the limits, you may process a claim under your policy for the difference.

Insurance doesn’t go up

While your insurance rates may increase if an accident is your fault, Arizona law prohibits your insurance company from increasing your rates just for using your uninsured motorist or underinsured motorist coverage.

Under Arizona law, you have a right to purchase uninsured motorist or underinsured motorist coverage up to the limits of your liability coverage. Carriers must advise you of this right and must provide the coverage unless you sign a written waiver.

Considering this coverage may give you peace of mind

So when pricing automobile insurance, you need to consider whether the extra cost of uninsured motorist or underinsured motorist coverage is valuable. Keep in mind this coverage protects the most important people on the road: you, your family members and passengers in your car.

By Gerald Barrett, an Arizona lawyer with Ward, Keenan and Barrett, P.C.
PHOENIX

NEWS UPDATE

Phoenix construction jobs show gain in 2012

The construction industry in Phoenix has added more than 3,000 jobs in the past year, making the industry’s overall growth rate 4 percent, the Phoenix Business Journal reports.

Good news for members, and a positive sign for the overall economy. Phoenix ranked No. 11 nationwide in terms of the number of jobs gained, another positive sign considering some parts of the country are still losing construction jobs. We look forward to starting work on exciting new projects in 2013.

Arizona unemployment rate drops below 8 percent

Arizona’s unemployment rate dropped below 8 percent in November for the first time in four years, reported the Arizona Daily Star.

In November, Arizona’s economy added 22,700 jobs, much higher than the 10-year average of 16,900 added jobs for this time of the year. Construction employment in November saw year-over-year gains of nearly 7,000 jobs.

The year-over-year increase of nearly 60,000 jobs across all sectors marked the biggest jump since February 2007. State economic analysts said the data signaled definite economic recovery.

Prosperous 2013 in sight

As of now, 2013 has all the makings of a very prosperous year for all of us. I hope you enjoyed the holidays with your families and loved ones, and let’s all look forward to the opportunities the new year will bring!

Best wishes for a happy and healthy new year

The officers and staff of Local 469 wish all of you, your family and friends a Happy New Year!

Looking forward to a promising new year

development, apprenticeships, and pension plans for the middle class. Local 469 congratulates President Obama and Vice President Joe Biden on a hard-fought victory, and wishes them the very best as they continue to lead our country into a brighter future.

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New sit-down service enhances Widows’ Breakfast

2012’s Widows’ Breakfast featured a sit-down meal, with Local 469 office staff and Business Representative Chris Van Kirk serving the women breakfast, orange juice and coffee. The event was held on Saturday, Nov. 10. Normally, the women stand in line at the serving counter, get their food and then sit at tables to catch up with friends both old and new.

As with all the events Local 469 does, event organizers wanted to step it up with this year’s breakfast, and make it even better than last year’s.

Allowing the ladies to sit down and get their food served helps make them feel more special, said Chris.

This year’s breakfast marked the fourth annual. Some of the women who attend lost their husbands many years ago, but enjoy keeping up their relationships with Local 469. Other women are newer widows, and appreciate being a part of the Local 469 family.

Many women bring their daughters, and several children attended as well, making the event multi-generational.
**MEMBER NEWS AND UPDATES**

**Congratulations and welcome to our new members!**

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<td>Xavier Jurado</td>
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**IN MEMORIAM**

Local 469 honors the following recently departed members:

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<th>Name</th>
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<th>Passed Away</th>
<th>Name</th>
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<td>Gilbert Martinez</td>
<td>08/21/1957</td>
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<td>John O. Felix</td>
<td>09/20/1976</td>
<td>09/02/2012</td>
<td>Barney Royston</td>
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<td>Samuel Jennings</td>
<td>01/17/2012</td>
<td>11/13/2012</td>
<td>Robert Tracey</td>
<td>03/01/1968</td>
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UA Local 469 members Brad Bell and Noe Gonzalez caught these silver salmon after a couple of hours fishing in Valdez, Alaska, on Labor Day. They were working at Alyeska Pipeline Terminal in Valdez. The average weight of the fish they caught during the silver run was 14 to 22 lbs.

Send us your pictures by emailing suzanne@thetorresfirm.com

2013 Upcoming Events

Union Meetings
Friday, Jan. 18, 6 p.m.
Friday, Feb. 15, 6 p.m.
Saturday, March 16, 9 a.m.

Retirees’ Meetings
Tuesday, Feb. 12, 10 a.m.
Tuesday, March 12, 10 a.m.
Tuesday, April 9, 10 a.m.

2013 Annual Pin Ceremony
March 9, Sheraton Downtown Phoenix Hotel

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

Information Change Form

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

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

Name ____________________________________________________________________________________________________
Social Security # _____________________________________________ New Phone # _________________________________
Former Address _____________________________________________________________________________________________
New Address _______________________________________________________________________________________________
Signature __________________________________________________________________________________________________
Wishing you a Happy and Healthy New Year!