A Communication for the Members & Customers of UA Local 469

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The Arizona Pipe Trades Reporter is published 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.
When you join UA Local 469, you add your voice to the union of brothers and sisters fighting for skilled workers and their families. I want to personally thank you for all you have done this past year to make Local 469 stronger.

Work demand has increased this year and so has our local’s visibility. Your brothers and sisters are on job sites throughout our state, building and maintaining power plants, hospitals, and facilities that provide vital services and create jobs for our fellow Arizonans. As work demand increases so do the opportunities to grow our membership and demonstrate Local 469’s commitment to quality, fairness and community.

Along with a growth in demand for plumbers and pipefitters comes opportunities to increase our membership through organizing activities, recruitment, and apprenticeship programs. The key to this is increasing our visibility and building strong partnerships.

The recent affiliation with the Five States Pipe Trades Association has allowed us to add two new organizers to help grow UA membership locally and nationally. Please join me in welcoming Frank Garcia and Chad Jessee who will represent Local 469 in the Five States Association and will help with organizing around the country.

In addition to increasing membership, we’re staying up to date with new opportunities, technological advancements, and changes in our industry. As we focus on investing in our JATC and building membership, we’ve launched the Plumbing and HVAC Apprenticeship Program which was the result of a collaborative effort between Local 469 Business Agents, Local 469 Contractors, PIPE, the Pipe Trades Apprenticeship Training Director, and the Plumbing Coordinator. I want to personally thank everyone who contributed to developing this five-year program.

As our membership grows, so does our influence. On the political front, we made a difference! Over the last year, your voices were loud and clear, from our local cities and towns all the way to the U.S. Capitol, talking about policies that support working families, create jobs, and ensure fair wages. You shared your personal stories about how being a member of Local 469 has had a positive impact for you and
your family, and people listened.

We rolled up our sleeves and worked to elect labor-friendly candidates to local, state, and national offices. At the Big Day of Action and Lunch on the Lawn 469 PAC events, the only thing brighter than our orange shirts was our UA PRIDE! You engaged elected leaders at all levels and that translated into policies that provide new high-wage job opportunities for our Local 469 members.

As you know, one of the most important issues we address is protecting our prevailing wage. Currently, the Department of Labor is conducting a Davis-Bacon building construction wage survey, the results of which will set the prevailing wage on federal projects for plumbers and pipefitters in the metropolitan counties for the next three years. It's imperative that our signatory contractors submit all of the required data and documentation to ensure a level playing field where our wages prevail, and our brothers and sisters are able to support their families.

What I'm most proud of is our commitment to our UA family and our community. As you read this issue of Arizona Pipe Trades Reporter, you can take pride in knowing that your participation – your voice – has made a difference not only for your UA brothers and sisters and their families, but for those in our community who need and deserve champions. You will see Local 469 members and their families enjoying the Member Picnic, participating in the Health Fair, giving their time and compassion to help charities through food donations and toy drives, using their skills to help rural communities, and celebrating the achievements of Local 469 brothers and sisters and their family members.

As we look to the future, remember that your voice is the most important tool in your toolbox. And when we join forces, and voices, we can continue to effect change that not only helps our Local 469 family but also has a lasting impact as we build stronger ties in our communities.

Local 469 Members Participate in Community Plumbing Challenge

UA Local 469 members Larry Savage, Paul Delaware, Michael Savage and Gary Nez, along with Major Tso and his family, participated in the International Water, Sanitation and Hygiene Foundation’s (IWASH) Community Plumbing Challenge project to bring clean running water and safe waste disposal systems to three homes in the Navajo Mountain community near the Utah-Arizona border.

“I have always volunteered my time and services but this time it meant more to help out these families that had so little and live so remotely,” said Local 469 Business Agent Larry Savage. “I saw what it took for these families to go out and get their own water, and what they had to do for everyday life to meet their needs.”

For five days in early June, they joined forces with volunteers from UA Local 78 in Los Angeles, UA Local 400 in Kaukauna, WI, and UA Local 412 in New Mexico and El Paso, TX, as well as volunteers from across the US, Canada and Australia. The teams worked from sun up to sun down to connect a water supply from tanks through a pump and wastewater system for families who have never had running water in their homes. In each home, they installed a gas tankless hot water system, as well as bathroom and kitchen fixtures. They also installed septic tanks and dug leach fields.

Throughout the week, IWASH Foundation shared updates and photos on social media, including videos of women and children using their new plumbing fixtures.

“As I watched the videos of the families when they turned the water on for the first time, it made me feel good and then I knew it was well worth all of the hard effort to help out with this project,” Savage added.
PAC IMPACT

Hard Work and UA 469 Pride Sets Our PAC Apart

Israel G. Torres
political consultant

UA Local 469 membership should take tremendous pride in our PAC’s standing as among the best and most influential in Arizona. Your dedication and hard work, both on the jobsite and at PAC events, is what makes our union and our PAC strong.

We are constantly competing against opponents who use their power and influence to fight for policies that prop up big business interests and profits over the rights of working people and their families. Our fight is so important because we are battling for dignity, respect, and the future of our union and our families; and that is why we will never stop.

Before we plan for the coming years, it is important to recognize our PAC’s accomplishments so far in 2019.

In March, Kate Gallego was elected as the new Mayor of Phoenix after a hard-fought campaign in which UA Local 469 was her first and most important supporter. Mayor Gallego is a great...
friend to our union, and having her as a champion in the Mayor’s office is a huge step forward for our members and working families throughout the city of Phoenix.

And in the state legislature this year, UA Local 469 had a stronger and more influential presence than ever before. A significant victory for our PAC was defeating language that would have allowed for an unnecessary public funding stream for apprenticeship programs. Our apprenticeship program is funded privately, and it is simply irresponsible to provide public funding when private options already exist.

Our bill, HB 2406, which would have removed the ban on Project Labor Agreements (PLAs) and apprentice utilization requirements, unfortunately did not pass out of the legislature. But by educating legislators on the issue, we made huge strides and have a lot to be proud of. HB 2406 was a priority for legislators up until the very last day of session; that in itself is a huge win for our PAC and this union. It is directly because of your hard work – particularly showing up at the capitol and demanding that our representatives prioritize HB 2406 – that we were able to accomplish so much together.

We were on the offensive this year and that forced our opponents to play defense for a change, leaving them without a single opportunity to run legislation that would hurt our union and our families. We have a lot to build on for the upcoming 2020 legislative session, and we certainly will not give up the fight until we win.

**Fighting for Our Future**

Before looking too far ahead, we have important mayor and city council elections coming up in Tucson and Tempe this fall. As we look to expand our market share it is critical that we have elected allies who will not just talk the talk, but walk the walk by championing policies that help our members get good jobs. Be prepared for future PAC events to support such candidates.

Moreover, 2020 will be a consequential year for this PAC. We will need to work harder than ever before to ensure that we elect candidates across all of Arizona that will stand up for UA Local 469 and champion our values.

This PAC succeeds because the members succeed. Without the hard work and passion of our membership we simply could not be the strongest PAC in the state. Because of your dedication, UA Local 469 has the power to put the issues of working people and their families on the frontlines at the state legislature and beyond.
INCREASING MANPOWER IN OUR STATE

Mark Gallego
business agent

Throughout 2018 and the first half of 2019, UA Local 469 has experienced a growth in work opportunities throughout the state. The four contractors I represent at Intel – JB Henderson, Southland, Jack's and UMEC – all have increased their manpower substantially. Those four contractors had 600 members working at Intel, with all indications that they will need additional manpower through 2019.

Even with opportunities at Intel picking up, we continue to focus on diversifying our work, particularly our presence on industrial jobs. Allied Power Services was awarded the roving maintenance contract at APS's gas power plants, and decided to retain Local 469's services at all of the APS gas power plants they service. Their allegiance to Local 469 speaks to our reputation for having the highest skilled plumbers and pipefitters in the state.

In addition to providing roving maintenance on the gas power plants, Local 469 has also been able to expand opportunities with our contractor Saulsbury, which was acquired by Allied Power. With the manpower and expertise provided by Local 469 members, Allied Power has been able to expand from shutdown work at Sundance Power Plant in Coolidge to performing both the shutdown and maintenance work at Solana Generating Station in Gila Bend.

In addition to the work at APS power plants throughout the state, BHI also worked at Red Hawk Power Plant in Arlington in 2018 on a bid job that involved 16 members who worked seven days a week conducting hot welds on controlled tubing. Performing work on these APS power plants along with the Palo Verde Nuclear Power Plant creates great opportunities for Local 469 members to expand our presence in the industrial sector.

Work in Southern Arizona

After two years of working on the Banner-University Medical Center Tucson, the project is completed. As the majority of work shifts elsewhere, UMEC will maintain a plumbing and a fitting crew at the medical center through 2019.

Harris has two jobs in Southern Arizona that they will be working on through the rest of the year. Twenty members have been working at the Davis-Monthan Air Force Base Visitor Quarters for more than a year. The second project Harris is working on in Southern Arizona is the MHC Healthcare Clinic in Marana. This project has continued to grow and 20 members are working on the new medical facility near Cortaro Farms Road and I-10.

In closing, my brothers and sisters, 2019 is shaping up to be another great year filled with new opportunities for UA Local 469 members.
As we reflect over the last year’s political front, we had a very successful year! We voted in politicians that are friends of labor and succeeded at removing some of those who were not. While our PAC contributions are one of the factors contributing to our wind on the political front, it’s boots on the ground that allows 469’s PAC to surpass other PACs in Arizona. I would like to personally thank all of those who volunteered their valuable time and made contributions to our successful year.

At Local 469, our PAC’s first and foremost priority is jobs. This needs to be balanced between what Local 469 can obtain politically and what our contractors can handle within their span of control. We need to ensure that the work done by the PAC is rewarded by our contractors finishing the deals by providing qualified manpower and management on these projects. The political challenge will be to keep anti-labor bills at bay and place more labor friendly candidates in office. One step in this process was to elect a new Phoenix Mayor in March, Kate Gallego! We were successful not only with PAC funds but also with boots on the ground. I would like to once again say thanks for all the hard work.

There are new opportunities for us to grow our rank-and-file numbers due to the increased work demand in the current job market. Our challenge will be filling the work calls with highly skilled, well-qualified trades workers. As we grow our numbers, it is imperative that these new members fully understand the opportunities and obligations they will have being a UA Local 469 member. I have been blessed with setting up a union awareness class to help educate the new additions to Local 469’s family.

This class includes information about the Collective Bargaining Agreement (CBA), both Local and UA constitution and by-laws, fringe benefits, market recovery, PAC, prevailing wage, training, Local 469 history, national UA history and other information that will be of help to the new or returning members. Classes will be held on the Wednesday night before the regular scheduled Union meeting. By educating them prior to initiation, they will truly understand what our oath means when taking the pledge. This will allow future members to bring a spouse or family members to watch them get initiated, and to learn about all of the benefits and responsibilities.

It is important for our members to know what is required by our contractors for them to be successful in the construction industries. By fully understanding the requirements of being a member, they can perform within the guidelines of the CBA without interruptions in the workplace due to misunderstandings.

The training should not stop there. Once these new members are placed in the field and on the jobsite, they will still need to be coached and guided by our existing members.

Like the oath says: “I will at all times assist members of the UA to the extent of my ability, defend them when unjustly treated or slandered, and cultivate for each and every member the warmest friendship and brotherly love.” When we honor that pledge, we grow as a successful Union.
WAGE SURVEY ENSURES LEVEL PLAYING FIELD

Mel Ingwaldson
business agent

The U.S. Department of Labor (DOL) is conducting a Davis-Bacon building construction wage survey in Arizona’s metro counties. The last survey was conducted more than six years ago. This is the most important survey UA Local 469 will participate in all year because it sets the prevailing wage on federal projects for plumbers and pipefitters in the metropolitan counties for at least the next three years.

Prevailing wage is the total amount that Local 469 members make, including benefits, on a federally contracted project. Local 469 wage rates currently prevail in Arizona’s metropolitan counties and must continue to prevail in the future. If Local 469’s wage rates fail to prevail, the creation of sub-classifications and open shop rates could result in us all receiving reduced pay.

If signatory contractors do not prevail, the level playing field will be gone. Our contractors will find it difficult to compete with non-signatory contractors. Since it is important for Local 469 contractors to compete based on skill, productivity and experience, rather than who can submit the lowest bid, we must collect all of the requested data and submit the proper documentation to the DOL. To ensure everything is done correctly and in a timely manner, Torres Consulting & Law Group (TCLG) is coordinating training and helping to conduct the survey process for us. TCLG’s compliance team routinely completes survey work for other building trade unions throughout the nation. For example, their compliance division recently helped us change the designation of a visitors’ quarters from residential to commercial. Harris Mechanical recommended we use TCLG to investigate the project, located at Davis-Monthan Air Force Base in Tucson. The distinction between residential and commercial was important because Local 469 prevails on commercial work, but not on residential projects. Residential work does not even have a pipefitter classification, which means Local 469 would have to ask DOL for a conformance on residential work to even consider a pipefitter’s pay on the project.

Since the bid incorrectly utilized residential wages, TCLG conducted an investigation and moved to submit a wage determination challenge to the Army Corp of Engineers and to the DOL. As a result, the DOL determined that higher building wages should have been paid.

TCLG’s investigation, combined with the previous wage survey, allowed the pipeliner and plumber rate to increase from $21.78 to $26.48, which is a $4.70 per hour increase! Once a new bid was issued with the correct wage determination, Harris Mechanical was able to secure the project and put 15 to 20 members to work and they have been steadily working on the project since 2017.

This is why it is so important for our contractors to participate in the survey and for our wages to prevail. UA Local 469 has been working with TCLG over the last year to prepare for this upcoming survey, and we look forward to Local 469 continuing to set the prevailing wages of the future.
EXPANDING INTO THE PLUMBING AND HVAC SERVICE SECTORS

Larry Savage
business agent

Our UA Local 469 Business Manager, the Pipe Trades Apprenticeship and the Plumbing Service Committee have worked together to launch the Plumbing and HVAC Service Apprenticeship Program.

Business Manager Aaron Butler had a vision to establish this program to support Local 469’s expansion into the service field. I am honored to oversee the team that developed this new and important program. I started this project by organizing a Plumbing Service Committee that included UA contractors, P.I.P.E., the Pipe Trades Apprenticeship Training Director, the Plumbing Coordinator and UA Business Agents. The Plumbing Service Committee has been meeting since January 2018.

The Plumbing Service/HVAC Apprenticeship program is geared toward the light commercial and residential market. The apprentices who enter this program learn the fundamentals of the plumbing trade, the plumbing service trade and the residential HVAC trade. The coordinating group has met over the past several months to develop the first-year curriculum and detailed lesson plans for the program. Throughout the development process, many ideas were introduced, making the final product a truly creative and collaborative effort.

The new program is a five-year UA curriculum. Each apprentice who completes the program will become a Plumbing Service/HVAC journeyman. The creation of this program will strengthen the position of our current signatory contractors while allowing all of us to further expand into the service market. This approach will help us attract new contractors and allow us to tap into this new market share and expand our reach.

The Plumbing Service Committee conducted interviews with potential candidates for the program, and identified several contractors that will utilize apprentices from this track at the JATC. Classes for this new program began in January.

Everyone here at UA Local 469 wants to thank those who were involved in this effort. It required real foresight, courage and strategy to build the Plumbing Service/HVAC program into something we can all be proud of.

We are still developing the four remaining years of this five-year program, as well as upgrade service training for our journeymen. As we continue to invest in our JATC, let us all remember that our apprentices will lead us confidently towards UA Local 469’s bright future.
NEW MEMBERS, NEW CONTRACTS, STRONGER LOCAL 469

Josh Wakeham
business development manager

The need to bring in new members will fluctuate according to the needs of our contractors. With that being said, we can never stop talking to unrepresented workers and letting them know the value of becoming a union member. When one worker’s life is affected in a positive way, that person tells others about their new-found success. Through a growing network, we have created a database of more than 1,000 workers who know about UA Local 469, and most are waiting for their opportunity to join. Not all will get that chance, and not all of them are qualified; but the more individuals we have to choose from, the better we position ourselves and our contractors. In 2018 we added 48 new members, and in the first months of 2019 we have added more than 100 new members. This means we’ve added 280 new members since May 2017 thanks to organizing efforts.

Our success in both organizing and business development directly results from the combined support of our Business Manager Aaron Butler, our training director Dean Van Kirk and his staff, business agents, contractors, and our membership. At one point or another, we have had to call on these groups or individuals for help to bring a plan together. Tim McGann (Gunny) and the welding department spent some extra time with a newly organized member to help him earn a certification. Hal Brown evaluated potential new members to see what skill sets they had. The apprenticeship put together classes specifically for journeymen to sharpen skills needed by our contractors. Most importantly, current members make new members feel welcome on the job, and coach them on how to be good union members and to uphold the oath we all took. All of this comes down to teamwork.

On the business development side, we have signed nine new contractors, one of which was a past union contractor who decided to get back in the game. This is a huge accomplishment for our union. Again, teamwork makes this happen. When we sit down and talk with these potential new contractors, we make a lot of promises. We rely on each other to make these promises happen. Contractors ask, “Are we going to get the man-power we need when we need it”? We say yes. “Will they be trained and skilled”? We say yes. We put a lot of pressure on our members to perform. At the same time we feel confident making these statements because we know the pride we all have in being the best!

We tell our contractors that if they need help, we are there for them as a partner. We understand that if they are not successful we are out of work! Taking any of the aforementioned resources off the table would be a huge mistake for our organization. We have many ideas in the works on how we can offer even more value to our contractors. With the support from our business manager, apprenticeship, officers, members and contractors, 2019 will bring more success and plenty of opportunities to all of our families. Thank you for the opportunity to represent Local 469 to the public to show who we are and what we stand for!

We use every resource we have to show contractors the benefits of being signed to our agreement:

- Skilled man-power
- Company specific training
- Contractor representation from P.I.P.E
- Organizing
- Political Action (PAC)
- Market Recovery
- Safety
- Standard for Excellence
- Productivity and value
469 Big Day of Action Victories

The 469 PAC worked year around to ensure candidates who support working families were elected throughout the state of Arizona. Our efforts culminated with the 469 Big Day of Action. As a result of the hard work of hundreds of Local 469 members who volunteered during a cold February morning or a hot August afternoon, many Local 469-endorsed candidates won overwhelmingly.

In November, Secretary of State Katie Hobbs and Corporation Commissioner Sandra Kennedy won their statewide races with the help of 469 PAC. Both candidates participated in the 469 PAC Big Day of Action and stand with our values.

In the Phoenix mayor’s race, Kate Gallego ran in a four-person race and received 45 percent of the vote in November! As a result of her strong performance, Kate participated in the run-off election on March 12th and became the Mayor of Phoenix after defeating her opponent by a 17 percent margin.

Make no mistake; Arizona has become a more worker-friendly state because of our PAC’s strategic vision and motivated volunteer base.

Going on Offense in 2019

After defeating HB2320 last year and picking up four seats in the Arizona House of Representatives, the 469 PAC introduced a bill, HB2406, at the state legislature that would remove the ban on Project Labor Agreements (PLAs) and apprentice utilization requirements. Passing this legislation would help us level the playing field against non-union contractors, and put our apprentices and journeymen in the best position to work hard and solve Arizona’s skilled worker shortage. Even though we saw gains in the State House, we knew it would be an uphill battle to advance pro-worker legislation, since our opponents still have such an influence over our state’s elected officials.

Nevertheless, one of the advantages of pushing pro-working-families legislation is that elected officials from both sides of the aisle learned about PLAs and apprenticeships. The PAC believes the more legislators learn about PLAs and privately funded apprentice programs, the more likely they will be to support pro-working families’ legislation.

The PAC looks forward to continue working with legislators next year and finally removing the ban on PLAs and apprentices on publicly financed projects, so Arizona can train the next generation of skilled workers necessary to solve our labor state’s worker shortage.

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<th>Office 469</th>
<th>Endorsed Candidate</th>
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<tr>
<td>U.S. Senate</td>
<td>Kyrsten Sinema</td>
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<td>Greg Stanton</td>
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<td>Sandra Kennedy</td>
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<td>Aaron Lieberman</td>
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<td>Phoenix Mayor</td>
<td>Kate Gallego</td>
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<td>Mesa City Council, District 4</td>
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BIG DAY OF ACTION
2019 LUNCH
ON THE LAWN
The 469 PAC worked year around to ensure candidates who support working families were elected to local, state and national offices. Thank you to all of the members who gave their time by pounding signs and knocking on doors.
UA Local 469 hosted a reception for newly elected City of Phoenix Mayor Kate Gallego at the JATC on the evening of her inauguration. Mayor Gallego thanked Local 469 members for their support during her campaign. UA Local 469 stood with Mayor Gallego from the very beginning of this campaign, and we are so excited to see the great things she will accomplish for Phoenix's working families.
Both the leadership and members of UA Local 469 pride themselves on giving back to the community and improving the areas where we live and work. This shared commitment to community was on full display during the Thanksgiving holiday.

Just before Thanksgiving, the Open Hands Food Bank and Pantry in Coolidge, AZ had its shelves robbed of $3,000 worth of food and other supplies. Jeff Collier coordinated the trip to Coolidge, and UA Local 469 donated and unloaded $10,000 worth of food to the Pantry just before Thanksgiving.

UA Local 469 provided the Open Hands Food Bank the help they needed to be able to take care of more families during the holidays than they ever have in the past. For years to come, our local will continue to be leaders in the community by giving back in times of need.
Members of the Arizona State Legislature, local school boards and city councils toured the JATC this spring to learn more about our apprentice program, meet the instructors and apprentices.


Staying Ahead of the Curve

Someone once said, “There’s nothing new under the sun.” That wise person obviously hadn’t visited the Local 469 Training Center recently. Under the watchful eye of Plumbing Coordinator Paul Delaware, the plumbing training at the apprenticeship has made several strides forward. Here are just a few of the new and exciting things going on at the apprenticeship.

Plumbing/HVAC Service Program

In a joint effort with Larry Savage (Local 469 Business Agent), Carl Triphahn (Director of P.I.P.E), and several local contractors, we are proud to announce that the Plumbing/HVAC Service Program is in full swing. The Service Program is designed to help our contractors gain ground in the residential service market by training people to serve a variety of homeowner’s service needs. The individuals are receiving training in plumbing, HVAC, basic electricity, basic sheet metal, lawn sprinklers, and many other aspects of residential service in order to provide customers with a one-stop solution for their household service needs.

The program kicked off in November 2018 with the hiring of six new apprentices who were chosen for this program, who then began their apprenticeship classes – taught by Robin Bush -- in early January. This is just the start of something that we hope will be an emerging market for our contractors and members.

Jetter and Snake Trainer

After a long wait, we now have a training area for apprentices and journeymen to learn how to properly use drain snakes and jetters. Designed by Paul Delaware and taking advantage of our two-story Building 8, we have installed a clear PVC drain system that allows members to run snakes and jetters from the top floor, while others can observe the operation from the ground floor. The system contains several removable sections that will allow us to place all kinds of obstacles in the system to simulate real world conditions. This is just another example of how we are working to help our members and contractors become more competitive in the plumbing service market.

Drain, Waste and Vent Training

Before anyone thinks that all we’re concerned about is service these days, check out the drain,
waste and vent project that Mike Dehnert and Filo Teofilo are providing all third-year apprentices. After spending time in the classroom learning proper techniques and code, they have the apprentices build a full-scale drain, waste and vent project. Hands-on projects like these help reinforce the classroom experience and make Local 469 members the best trained plumbers, fitters and HVAC mechanics in the world.

**Fitting, Welding, HVAC and VDC**

Plumbing is just one of the areas where coordinators and instructors are implementing new innovations and technologies. Come by the Training Center and see our brand-new Lincoln VRTEX Virtual Welder or try on the Microsoft HoloLens to experience the world of augmented reality. You can also watch the HVAC apprentices utilize the latest technology, and visit our state-of-the-art Media Lab and learn more about BIM and VDC. You’ll find plenty of new things under the sun, and we love to show it all off to our members.
INSTRUCTOR PROFILES

Mike Dehnert & Filo Teofilo

Mike Dehnert and Filo Teofilo are both military veterans who joined UA Local 469 in the late 1990s. After two decades of working as plumbers, they are now sharing a classroom to teach the Tuesday/Thursday drainage class at Local 469’s training center.

In the last 20 years, Mike has helped build Intel, the Dial Plant, and even traveled to San Francisco to build condos. Filo is now a supervisor who has worked on nuclear plants, hospitals, schools and hotels.

They gained their plumbing knowledge from Local 469’s apprenticeship program and while working with other journeymen throughout their careers. Both instructors wanted to give back to the trade by sharing that knowledge and expertise with apprentices to ensure Local 469 has every advantage possible when competing for work.

As a supervisor, Filo knows how important apprenticeships are when Local 469 contractors bid for work. He has additional insight because he worked a couple of years for a non-union contractor before joining Local 469. Even back then, he noted the quality of work from union plumbers was much better because they know what they are doing and why they are doing it.

During class, Mike and Filo make sure the apprentices learn the science behind the work they do. Some people think being a plumber is easy, but anyone who has tried to fix their own plumbing knows how difficult it can be.

As a supervisor, Filo knows working with untrained plumbers is difficult, which is one of the reasons he began teaching. Filo takes his job as a plumber seriously because it affects the health of the community. If installed incorrectly, plumbing can contaminate a whole water system. Knowing the serious ramifications plumbing can have, Filo has walked off jobsites because the work was being done incorrectly.

Besides teaching the apprentices the technical and scientific aspects of plumbing, Mike and Filo stress the importance of having a positive attitude, building teamwork and demonstrating reliability. These qualities are just as vital to the worksite as the technical skills that are learned. Members of Local 469 bring an elite combination of knowledge, skills and integrity to the job, setting us apart from our competitors.

Both instructors take pride in the level of training being provided to the next generation of apprentices. Mike and Filo echoed each other when they praised the management team for doing an awesome job with integrating hands-on learning in conjunction with the book work. This approach has paid dividends when the apprentices are out in the field.

The apprenticeship program continues to implement the newest technology and techniques to ensure our members have the knowledge and resources necessary to handle any problem they might face in the field. Both instructors believe members are never too old to learn new technology and techniques. They strive to continue improving their own skills and those of the apprentices. Thanks to Mike and Filo, the next generation of UA Local 469 members are sure to fulfill the plumbing needs of the future.
Ryan Tillett began working as a plumber for his uncle’s plumbing company when he graduated from high school. After working a year as a non-union plumber, he bounced around the construction industry glazing, landscaping, installing sliding doors and windows before eventually working at a food bank. Even after becoming a supervisor at the food bank, Ryan knew his current career path did not offer much advancement and began looking for other career opportunities.

Knowing Ryan wanted to provide a better future for his family, Ryan’s father-in-law, 469 member Paul Delaware, encouraged him to join the Arizona Pipe Trades Apprenticeship program. Ryan ultimately decided to apply to the apprenticeship program because he knew it would be best for him and, more importantly, for his family.

Ryan liked that the apprenticeship program would allow him to work during the day to provide for his family and attend classes at night. Because of his previous plumbing experience and test scores, Ryan was accepted as a second-year apprentice. Now as a third-year plumbing apprentice, Ryan is enjoying great benefits, which include earning a pension and having health insurance for his whole family. He’s doing all of this while going to school to learn to be a journeyman plumber.

Ryan appreciates being a Local 469 apprentice, especially when he compares his previous experience as a non-union plumber. Ryan sees how on-the-job training combined with classroom instruction enables Local 469 members to produce a higher quality of work compared to their non-union counterparts. Ryan believes the apprenticeship’s ability to provide him with hands-on training helps him translate the classroom instruction to the field.

In addition to seeing his quality of work improve, Ryan has also noticed more professionalism on the jobsite and a greater sense of brotherhood among Local 469 members compared to his experience as a non-union construction worker.

Since joining the apprenticeship, Ryan has learned to work with cast iron, copper and aquatherm piping. Ryan already has worked on two different hospitals and an ASU dorm renovation, all in the last year. Ryan has been working on the MIHS Maryvale Hospital since September, completing a wide range of plumbing projects regarding soil, waste and vent, and domestic water.

Ryan has demonstrated his plumbing skills at the Local 469 apprenticeship competition, and plans to participate on other skills competitions throughout his apprenticeship.

After graduating from the apprenticeship program, Ryan looks forward to becoming a Local 469 journeyman plumber with the satisfaction that he secured a better future for his family.
Every year, Local 469 holds an apprenticeship competition to allow apprentices the opportunity to demonstrate their skills while competing to earn a cash prize. The apprentices compete in the welding, plumbing or HVAC competition based on their area of training. Mark Holbert won this year’s welding competition, Loren Nez took the top prize in the plumbing competition, and Matt Leach won the HVAC competition.

As a result of winning the competition in their respective fields, these three individuals proudly served Local 469 at the very competitive Regional Contest in Denver where the best apprentices from each local from 11 states came together to compete.

Local 469 is extremely proud that our apprenticeship program continues to produce highly skilled workers who can hold their own up against workers from anywhere in the nation.

In other apprenticeship news, UA held its 65th Annual Instructor Training Program in Ann Arbor, Michigan, where 1,980 UA instructors from across the country attended the training.

The UA Instructor Training Program was started in 1954 to ensure UA instructors are teaching relevant material and technology in our training centers and continue to become more effective teachers. Local 469 had two instructors, Tim Fitzpatrick and Jeff Collier, complete their five years of training and graduate from the UA Instructor Training Program last year.

The Training Program requires instructors to complete 40 hours of instruction in addition to completing reflective teaching assessments. Because Local 469 knows the importance of staying up-to-date on training, we will be sending 30 instructors to learn, while five Local 469 instructors will have the honor of teaching a class at this year’s program. Once again, Local 469 leads the way!
Arizona Pipe Trades was honored to host the plumbing and welding portions of the SkillsUSA Arizona Championships at our apprenticeship. The annual competition allows Arizona’s high school students to showcase the skills they have learned while being trained to be Arizona’s next generation of plumbers and pipefitters.
UA Local 469 was proud to participate in the 16th Annual Arizona Construction Career Days held at the Arizona National Guard Papago Park Military Reservation in November. An estimated 2,800 upper-classmen from 100 high schools throughout the state came to experience what the different trades have to offer.

As the event continues to grow year after year, so does Local 469’s presence. Our continued expansion allows Local 469 the ability to demonstrate our trade and showcase the benefits of becoming an apprentice. When we participate in events such as Career Days, we promote the benefits of Local 469 to all those in attendance, including the students. After visiting our display and speaking with Local 469 members about the apprenticeship, several students expressed great interest in joining. We look forward to continuing our presence at the Arizona Construction Career Days and other events that attract the best applicants possible to UA Local 469.
MARK KELLY

UA Local 469 was honored to have Captain Mark Kelly, Astronaut and Candidate for U.S. Senate, visit our training center. Captain Kelly took a tour of the facility and learned about the important role apprenticeship programs play in supporting a robust economy by training the next generation of skilled workers. While on the tour Captain Kelly had the opportunity to weld for the first time in 32 years!

GIRL SCOUTS

UA Local 469 was proud to once again host the Girl Scouts at our JATC. The bi-annual event allows the Scouts to learn about welding, brazing and plumbing. This has become one of the JATC instructors’ favorite events because the young participants are so enthusiastic, especially when they get to weld for the first time.
HEALTH FAIR
Students at Step Up Schools Mesa had a successful school year thanks to the generosity of Local 469 members who hosted a back-to-school drive in the fall. Members’ contributions of school supplies, paper, markers, tissues and notebooks were enough to help one full classroom of students.
When Jordan Young begins her freshman year at Yale University, she’ll be thinking about her grandfather and longtime UA Local 469 member, Major Tso, and what he has taught her about hard work and determination.

“I have never seen him give up on anything,” Jordan says when talking about her grandfather. “He always puts in his all and gets results, no matter the amount of time and energy required.”

Jordan has dreamed of being a doctor since she was a little girl. Her family members are ranchers and rodeo competitors, so when a relative was injured and needed medical attention, she was fascinated by every aspect of patient care. Her family encouraged her to pursue her interests and enrolled her in Science Technology Engineering and Math (STEM) camps as a child. Her high school years were full of accomplishments including being a member of the National Honor Society, being named as a Junior Achievement 18 Under 18 recipient, serving as the only youth on the Mountain Park Health Center board, and volunteering as a patient advocate. Jordan applied to the top colleges across the country and was accepted to Yale University where she plans to study cellular and molecular biology, and then continue on to medical school to become a doctor.

She credits her grandfather and his commitment to his job and fellow UA Local 469 members with influencing her work ethic and dedication to her dreams.

“He refers to his co-workers as his brothers and sisters,” Jordan says. “I have actually had the pleasure of meeting a couple of his co-workers and I can see that everyone feels the way he does about work. They are all so very close knit. I appreciate the amount of support that they have for one another, whether it be in the workplace or outside of work.”

As Jordan starts her college career and looks toward her future, she hopes to emulate her grandfather’s example. She plans to return to Arizona as a physician and focus on expanding health care programs in the Navajo Nation.

“I know that if anyone is truly proud and passionate about their career, they would act in the manner my grandpa does,” she adds. “I can only hope to come home the way he does, always smiling.”

UA Local 469 wishes Jordan much success at Yale University, and has donated a computer and printer to her so she’ll have the tools she needs as she starts her college career.

TONY GONZALES PIN CEREMONY

When Local 469 heard that brother Tony Gonzales was ill and unable to attend the pin ceremony, the local decided to hold a special celebration for Tony’s 50-year pin, which he earned July 2017.

Local 469 worked with Tony’s daughter Maggie to plan a party to recognize his 50 years of service and everything Tony has done for Local 469. Chris Van Kirk and D.J. Rothans, along with several other retired members and spouses, attended the party to present the award pin, certificate, congratulations letter, gold card and engraved clock to Tony.

Local 469 is happy to share that Tony is celebrating his 95th birthday in August and wishes him a very happy birthday.
2018 WIDOWS’ BREAKFAST
Local 469 members were happy to brighten the holidays for children in need by donating toys and gifts through the Christmas Angel Program. Thank you to Donna Wilcox for coordinating the donations, and to all of the 469 members who participated.
The Local 469 Political Action Committee is supported by voluntary contributions so that the common interests of Local 469 members to secure jobs, fair wages and safe working conditions can be heard by state and federal candidates for office. Local 469 Political Action Committee funds are used for federal or state races as deemed necessary by PAC leadership. You have a right to refuse to so contribute without any reprisal. Furthermore, any contribution guideline is just that, and that you may contribute any amount or not at all to the Political Action Committee. In order to comply with the Federal law, the PAC must use its best efforts to obtain, maintain, and submit the name, mailing address, occupation and name of employer of individuals whose contributions exceed $200 per calendar year. Contributions are not tax-deductible.
UA 469 member Kenny Blevins used his early tag to successfully hunt this magnificent 6x7 bull. Kenny’s wife, Tina, used a muzzleloader to hunt this bull on the Zuni Reservation.

Send your outdoors photos to info@thetorresfirm.com. Please include a note describing the photo and who is in it. You just may be featured in the next issue.

UA 469 members Clint McBride, Vernon McBride, Dalton Herr, Rick Hudson, Mike Kirkum and Chuck Rothans were out dove hunting with Shiner.
YOUR USA MEMBERSHIP BENEFITS INCLUDE:

• Union Sportsmen’s Journal (emailed)
• 10% discount on Worldwide Trophy Adventures TAGS program
• Access to exclusive members-only hunting and fishing trips
• Discounts on outdoor gear and services
• Chances to win fantastic prizes and trips
• Opportunity to participate in USA conservation projects and events
• Chance to apply to be a guest on USA’s outdoor TV series
• Free shipping at UnionSportsmenStore.com (launching spring 2019)
Congratulations and welcome to our new members!

New members since April 2018

DeAnna L Able
Carlos N Acevedo
Oscar Alcantar Jr
Mike P Aldaco
Paul Hennis Allan
Kenneth C Allen
Michael G Allen
Julio Alvizar
Calvin J Anderer
Clayton Annunziato
Manuel F Armenta
Jose Horacio Arredondo
Hamilton H Arthur
Brian J Ashe
Jason C Ashlock
Benenito Baca
Patrick E Baker
Robert S Baker
David M Baker
Roberto Barajas
Robert R Barlow
Francisco A Barnes
Josue Barreras Anaya
James D BarTEE
Geraldson S Begay
Demetri Begaye
Bobby Bello
Trevor J Bennett
Asaf Beshariel
Kristopher J Bettencourt
Devyn A Bezona
Vance R Bishop
Brad M Blackmer
Mercedes K Boesen
Timothy D Boone
Jack Borota
Anthony J Bowman
Leonel Bravo Vargas
Austin R Brishky
Christopher Rylannder Brock
Crystal Brownmiller
Eric N Bureau
Marco Burgos
Brandon C Burgoyne
Matthew Neil Burns
Larry K Calamity Jr
Jeremy Curt Caldwell
Clay C Campbell
Antonio B Canales
Mason L Carlin
Paul K Carpenter
Jose A Carranza
Ronnie Castilo
Matthias V Castilo
Jose A Castilo
Eder Allan Castro-Mercado
Spencer B Chamberlain
Ray A Chambers
Debra L Chapman
Raymond L Chavez
Jose A Chavira
Racquel B Chipelio
Justin J Cole
Derek C Coleman
Joshua M Coleman Jr
Carlos D Contreras
Eric Cornelson
Angel E Corona
Alex S Cortez
Carl S Cosenza
Lorenzo Cota
Nathan M Cree
Dustin W Crow
Richard F Currie
Stefan T DaSalla
Jeffery W Dawald
Diego I De La Cruz
Kyle M DeMitrty
Bradley R Dethoff
Eric John Deziel
Richard W Diaz
Victor A Diaz
Zachary E Diehl
Zachary R Dobson
William A Dodge
Brian L Dolan
Jason G Doub
Sarah J H Dougherty
Jerry W Doubtith
Shaun M Dowty
James Doyle
Kyle F Duffy
Adam Dunaway
Tarrance D Dupuis
Phillip E Durham
Michael E Easter
Valente Elizalde Felix
Alan R Elmer
Aaron S Endsley
Ronald M Englehardt
Lalo Escandon
Casey E Esparza
Damianni O Espinoza
Hector R Estrada
Erik K Ettsby
Dale J Evenson
Abraham M Fata
Filiberto Felix
Cef A Fernandez
Alan Russ Filyaw II
Darryl F Fisher
Isaiah L Fisher
Clayton E Flowers
Aaron M Folts
John F Foran
Aaron J Fouse
Neal E Fouts
David A Francis
Gary W Fraser
David A Friedel
Michael H Fuller
Hubert K Gajda
Kendrick R Galacag
Lizeth Galaviz
Andrew James Garcia
Edward A Garcia
Edward A Garcia
Joaquin G Garcia
Roy R Garcia
Michael F Gardner
James L Garner
Alvia George
Thomas Adam Gillespie
Samuel D Gishie
Gary M Goodman
Justin E Graffam
Marco Antonio Grijalva
Arturo A Guerena
Justin C Gums
Sarah E Gutierrez
Vicor Guzman
Alex W Hanson
Nelentino J Hardy
Jesse Haro
Jason W Harris
Matthew B Heller
Barbora Helms
Brandon O Helwani
Harley B Herder
Juan P Hernandez
Ricardo A Hernandez
Sequioa A Hernandez
Robert L Hobson
Blantion N Holliday
Jonathan Joseph Holomon
Kevin Holosome
Michael A Horn
Raymond M House
Dustin H Hovland
Zachary R Huffman
Anthony M Importuna
James Zachary Jackson
Jonathan Ivan Jackson
Charles M Jedrey
Gilbert R Jensen
Lance T John
Bryan A Johnson
Healdon Johnson
Kilian G Johnson
Zachary A Johnson
Ian P Johnston
Jeffery M Jones
Michael A Jones
Nathan Riley Jones
Christopher Joseph
Julio M Juarez
Robert J Kakela
Bradley A Kee
Keanu B Keen
John A Kentye
Jacob A Kieffer
Timothy D Kingery
Corvantis P Kinlicheenie
George M Kleniiken
Darrell W Knapp
Marvin J Koester
Gavin D Krist
Sonny M Kuwanhyoima
Christian J Lampers
Maria Rose Lano
Jonathan Lara
Rudy Laris
Brenton D Larsen
Charles B Laughlin
Rodolfo A Leon
Shannon L Lester
Dillon Gerard Levis-Brown
Shelby L Lewelling
Gabriel S Lopez
Jorge L Lopez
Louis Lopez
Nicholas Lopez
James K Loveless
Raymond S Lucero
Adrian G Lupercio
Christopher A Maas
Jonathan D Macliniss
William P Madrid
Martin M Magallanes Jr
Humberto Magana-Edeza
Antonio F Maldonado
Jonah C Malloy
Jennifer Malve
Charlie F Mariscal
Albert C Marquardt
Andrew X Marquez
Martin A Martinez
Enrique Martinez Lopez
Rico J Mavis
Mark J McClade
David L McNees
Juan C Medina
Joseph W Melchisedech
Adam M Mendoza
Andres A Mendoza
Shaina L Mermis
Brian K Miller Jr
Kenneth E Miller
Clifford C Minnick
Brandon S Mitchell
Joe Anthony M Molina
Richard Molina
Richard J Moniral
Emmanuel Monroy
Jeff Moore
Preston C Moore
Justin K Mora
Josue A Mora Flores
Francisco A Mora Gonzalez
Jerome T Moss
Zachary Dean Mossman
Larry Moten
Jessica L Mullins
Matthew R Munoz
Albert J Musik II
Jacob A Naill
Christian A Najera
Rocky J Nodzak
Timothy O’Brien
Daniel Ochoa
Connor Slater Osborne
Kevin J Ozuna
Manuel R Pacheco
Esker A Palmer
Robert Parkhill
Christopher L Payne
Bradley T Pearce
Joshua J Pederson
Danny Perez II
Ruben A Perez
Raymond J Peterson Jr
Justin T Place
Jesus Ponce
Branden C Rains
Juan Manuel Ramirez
Phillip R Ramos
Madera Raymond
Michael D Real
Eric G Reed
Allan J Regalado
Jakob D Revolinski
Paulbun Reyes
David R Richardson
Frankie Rivera
Jose B Rodriguez
Raul J Rodriguez Jr
Jose M Rodriguez-Renteria
Elliott J Roland
Zachary D Rorison
Steven S Rose
Brian A Ruhlman
Christian G Sanders
Jacob M Sandnas
Dieter Schirmacher
Michael A Scrivner
**IN MEMORIAM**

Local 469 honors the following recently departed members:

Name and date passed away

<table>
<thead>
<tr>
<th>Name</th>
<th>Date Passed Away</th>
</tr>
</thead>
<tbody>
<tr>
<td>George H. Davis Jr.</td>
<td>12/7/2018</td>
</tr>
<tr>
<td>Val V. Elliott</td>
<td>3/15/2019</td>
</tr>
<tr>
<td>Golden “Ted” Zufelt</td>
<td>12/8/2018</td>
</tr>
<tr>
<td>Gonzalez Arroyo</td>
<td>3/25/2019</td>
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<tr>
<td>William M. Langdon</td>
<td>12/8/2018</td>
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<tr>
<td>Harold R. “Butch” Lynch</td>
<td>3/26/2019</td>
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<tr>
<td>Robb E. Travis</td>
<td>12/19/2018</td>
</tr>
<tr>
<td>Manuel J. Rodriguez</td>
<td>3/28/2019</td>
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<tr>
<td>Gary A. Timms</td>
<td>1/7/2019</td>
</tr>
<tr>
<td>E. Adrian Lovings</td>
<td>4/14/2019</td>
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<tr>
<td>Daron W. Coombs</td>
<td>1/18/2019</td>
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<tr>
<td>Kenneth E. Reid</td>
<td>4/17/2019</td>
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<tr>
<td>Joseph F. Severt</td>
<td>1/20/2019</td>
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<tr>
<td>Sidney L. Magness</td>
<td>4/26/2019</td>
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<tr>
<td>Delno L. Han</td>
<td>1/20/2019</td>
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<tr>
<td>Keith E. Von Sprecken</td>
<td>4/28/2019</td>
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<tr>
<td>Charles L. White</td>
<td>1/27/2019</td>
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<tr>
<td>Raymond G. Long</td>
<td>5/2/2019</td>
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<tr>
<td>Brian K. Whitmer</td>
<td>1/31/2019</td>
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<tr>
<td>Frank H. Young</td>
<td>5/13/2019</td>
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<tr>
<td>William B. “Bud” Mclroy</td>
<td>2/11/2019</td>
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<tr>
<td>Thomas F. Sullivan</td>
<td>5/26/2019</td>
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<tr>
<td>John E. Magowan</td>
<td>2/19/2019</td>
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<tr>
<td>Enrique M. “Rick” Torres</td>
<td>6/12/2019</td>
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<tr>
<td>Ronald G. Crutchfield</td>
<td>2/28/2019</td>
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<tr>
<td>Theodore R. Ostrander</td>
<td>6/12/2019</td>
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<tr>
<td>James S. Braatlien</td>
<td>3/4/2019</td>
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<tr>
<td>William M. Luckey</td>
<td>6/12/2019</td>
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<tr>
<td>Kenneth L. White</td>
<td>3/8/2019</td>
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<tr>
<td>Richard M. Bragg, Sr.</td>
<td>6/19/2019</td>
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<tr>
<td>William A. Wier</td>
<td>3/12/2019</td>
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<tr>
<td>Craig I. Christopher</td>
<td>7/9/2019</td>
</tr>
<tr>
<td>Charles E. Beeby</td>
<td>3/13/2019</td>
</tr>
</tbody>
</table>

**INFORMATION CHANGE FORM**

If you have changed your address, phone number or area code, use this form to send the information to Arizona Pipe Trades immediately.

Completely fill the form out, sign on the signature line and mail to:

Arizona Pipe Trades Benefits Office – 3121 N. 24th Street – Phoenix, AZ 85016 – (602) 956-1950

<table>
<thead>
<tr>
<th>Name</th>
<th>Social Security #</th>
<th>New Phone #</th>
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<tbody>
<tr>
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<table>
<thead>
<tr>
<th>Former Address</th>
<th>New Address</th>
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</table>

Signature
2019  UPCOMING EVENTS

Membership Meetings:
- Friday, August 16, 6pm
- Saturday, September 21, 9am
- Friday, October 18, 6pm
- Friday, November 15, 6pm
- Saturday, December 21, 9am

Retiree Meetings:
- Tuesday, September 10, 10am
- Tuesday, October 8, 10am
- Tuesday, November 12, 10am
- Tuesday, December 10, 10am
- Christmas Luncheon
  Tucson: Second Wednesday of each month, 9am, Jerry Bob’s at River Road and La Cholla Blvd.

Special Events:
- Health Fair: Saturday, October 5
- Year Pin & Awards Banquet: Saturday, October 12
- Widow’s Breakfast: Saturday, November 2
- Retirees’ Christmas Luncheon: Tuesday, December 10
- Children’s Christmas Party: Saturday, December 14

All events take place at the AZ Pipe Trades 469 Union Hall, 3109 N. 24th St., Phoenix, unless otherwise specified.