



# SHEET METAL WORKERS'

Volume 30

LOCAL No. 359 NEWSLETTER

May 2008



**Gerry Stewart,**  
*Business Manager*

## The Business Manager's Message

In February I had the misfortune to participate in the negotiations that would officially close the Hart & Cooley plant in Tucson. We have scores of members in that plant. Some members have worked there for over thirty years. The plant produced many things, but mostly diffusers and registers. Hart & Cooley was one of our Blue Label Production facilities. Overall, the negotiation was a measured success in that we were able to secure some guarantees including severance

based on years of service. Since the majority of the work will be moved overseas to China, there will be some re-training programs available through our government. Of course these products will no longer be made by members of the S.M.W.I.A., therefore I thought I would make this newsletter's message, **"THE IMPORTANCE OF LOOKING FOR THE LABEL"**.

We, the workers in Arizona, have endured the Right to Work for Less Law for 60 years now. It has eroded our wages in the construction industry to the point where we are barely able to call ourselves the middle class. Unscrupulous contractors and companies have preyed on those Americans willing to sell their labor for less than it is worth, and made millions. We made strides in organizing those folks, so they brought in cheap Foreign labor. Over time we have learned to call them brother and sister and we've organized them in as well, even at lesser rates of pay, to stay "competitive". Now it appears to be easier for them to send the jobs to the workers in China, who will work for less, than to bring the workers here.

In Local #359 we have been fairly successful in the past few years in our organizing endeavors by bringing in contractors and increasing our membership in production facilities. I think it is time to look back and better secure the work we now hold. Over the last few decades we have looked the other way when it came to making sure we were installing products produced by our members and holding our contractors to the contract when it came to sub-contracting work claimed by the Sheet Metal Workers' in our contracts and Constitution. Article I, Section 5

of our Constitution begins on Page 1 and continues all the way to Page 10 describing all the work we as an organization claim, and it is pretty extensive. Articles I & II of the Standard Form of Union Agreement that most of our contractors are signatory to, pretty much reaffirms this as well.

I would like to say that we became lax over many, many years, and we are not going to regain all this work over night. We will need to be patient, but we must begin. The Business Agent's will need the help of the membership. They can accomplish very little without your support. The support must be subtle and steady, and our supervision must play the largest role. We should all begin **"LOOKING FOR THE LABEL"** on the products we install, and if we don't see it, we should tell our supervisors, who hopefully will relay that to someone up the chain in the company. We should look to see that detailing and CAD work is being done by our members. When the air balancers show up, if we do not recognize them as members, we should ask them if they are. If they are not, we should ask them why not? Also, we should never be afraid to claim work, and call a Business Agent if necessary. We may not get all the work every one of our members believes we should, however, we can sure try to get our share of some of the work.

You might ask, what is in it for me? Well, hopefully this will equate to more hours. More hours, means more members and more money into our H&W Funds, more money into our Pension Funds, more money in our Union Funds, and this all equates to better benefits for you, the membership, our families and strength for **YOUR UNION**. It will also strengthen our SMACNA partners and other trade organizations that support you through these funds and trade promotion.

In recent years, "market share" has been one of the catch phrases that intimidate us into thinking we should look the other way. That it was somehow necessary to sacrifice some of our brother and sisters and their families to have work for "me and mine". I do not now, nor have I ever agreed with this; however, as a membership we went down that road before and it is now up to us to correct that course.

*Continued on page 2...*

**Business Manager's Message continued from page 1...**

In 2006 our market share was eight percent. In 2007, I believe the market share of Local #359 will show great improvement, (*the numbers will be out in July*). It will improve in part because we have made some gains in membership through organizing, and more significantly because of the dramatic declines in the residential sector. We have also made some inroads in the residential sector with our organizing. In 2008 we should build on these numbers, by **"LOOKING FOR THE LABEL"**!



**Show Me The Label**

**SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION**

## The Northwest Valley



**Don Latham,**  
**Business Representative**

How important is it to buy American?

I get calls from Union Sheet Metal Workers in the Detroit area and hear similar stories. Let's use The Big Three as the example. When they lay off five or ten thousand workers in an area, we all think, wow, that's too bad. When we look at the situation a little closer, the real effects can be seen. For each worker laid off, five other people are affected or laid off also. Before they got laid off, they all purchased from local businesses like restaurants, stores, car dealers, electronic stores, ETC... but not anymore. The Big Three also had contractors doing in-plant work (like union sheet metal workers moving exhaust ducts or whatever and the other trades also worked there) but with car and truck sales down they stopped making those improvements and now that work is gone and so are the good paying union jobs. Still think buying that import car doesn't hurt anyone? The truth is if you buy an import (or any foreign goods) you are costing Americans their jobs. I am realistic and understand because we/Americans have been doing this for fifty plus years. Some products are not made here anymore, but do what you can for your fellow union members.

calls.

Elections are coming soon so get ready to do your part during this cycle. All we need is for each member to give just four hours to the campaign  $4 \times 1500 = 6000$  hours. We could make a difference with this kind of support. Remember most of the work is door hangers or easy phone

Our contractors have a lot of work on the books and this year is going to be very busy. Here are some of the jobs coming up in my area; Thunderbird Hospital on 55th Ave. & Thunderbird Rd. (Miller Bonded Inc.) ongoing; Central Park East, 1st & Van Buren Street, (Kinetics) May-June; the West Valley Spring Training Stadium (Metropolitan Mechanical Co. Southwest) in July; Phoenix Children's Hospital, 20th street & Thomas Rd (University Mechanical) later this year; and also the Datacenter, north 23rd Avenue between Northern and Dunlap (Bel-Aire Mechanical) about August.

SASMI, if you have the hours (750 or less from Jan-July) you may fill out an application. To submit 90-day applications (Jan-June or July-Dec) you must be collecting or have exhausted all unemployment benefits and be out of work for 90 consecutive days. Suspended or forfeited members WILL NOT receive a SASMI check; remember union membership does have privileges. There are many rules for SASMI so give me a call if you have any questions.

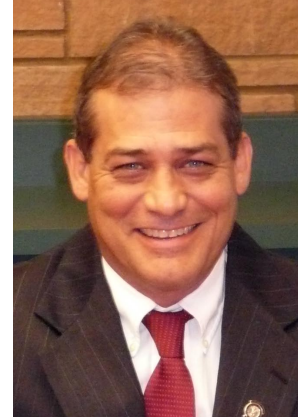
Look for the union label and **Made in the USA!**

Be safe



# Northeast Valley

It's been nearly two years that I have been covering the East Valley of Arizona, but there comes a time when a little change is good. Dion Abril and I are currently working through a change in the areas that we cover. Dion will be covering the Southern Arizona area and I will be covering the northeastern part of Arizona. For our members working in the Tucson area I will continue to serve as Trustee on the Tri-State Pension Plan. Please do not hesitate to call with any questions you may have. I would also like to remind our brothers and sisters that you can call any Business Representative with your questions or concerns regarding health insurance, pension benefits and dues payments.



*Dan Chacon,  
Business Representative*

First order of business is to get the word out on the upcoming Local 359 picnic to be held in Flagstaff. Mark your calendars for Saturday, May 31st at Thorpe Park from 11:00 am until 3:00 pm. We will be cooking hot dogs, hamburgers and providing cold beverages so come out and enjoy! The weather will be great for some volleyball, horseshoes or maybe just tossing a ball around. We are looking forward to a fun time for all!

Work is good in the Northeast Valley at this time. **Bel-Aire Mechanical** is ongoing at the Dial Project in North Scottsdale. Manpower hasn't peaked yet, however we have seen some new hires over the past weeks. Troy Wilson of **Bel-Aire Mechanical** is heading up the Mesa Crime Lab and doing a fantastic job! Troy gives most of the credit to his crew, but together they have made a good showing. Good Job!

In Flagstaff, **Boyer Metal** is currently busy, but we may see work slow down a little through the summer months. **Boyer Metal** remains active in the bidding process and hopes to be successful to keep their crews busy.

**Climate Control** currently has some work underway in Flagstaff in the dining hall at NAU. They should continue to be busy through the fall with another project in Flagstaff.

**Dynamic Systems Inc.** is on-site at Desert Samaritan Hospital expansion in Mesa. They hope to start manning up in late May, but with changes in schedules and unforeseen delays those dates are never definite.

In closing, as we head into the summer a reminder to all to stay hydrated! Supervisors make sure to take care of your people, and they will take care of you. Also, please remember to watch out for the little ones around the pools, lakes and even bathtubs.

Have a safe summer!

Executive Board Members, Officers, and Organizers with  
the General President, Michael J. Sullivan, at the  
Western States Conference held in Tucson, AZ.



# The East Valley



**Dion Abril,**  
**Business Representative**

Now that Dan and I have switched areas I would like to thank all of our members and contractors in the northeastern part of our state for all their support! Although I will not be covering the Northern part of the state I am still a Representative of our Local and you can still count on me to be there for you! Dan has covered this area before and he will be a good replacement. I wish him well and offer any help and support he may need.

In the Southern part of Arizona Dan and I have talked it over and we both agreed that he is to remain your Trustee for the Tri-State Pension Plan. Dan has a bit more experience and knows the protocol of this Fund. I am sure that in time I can be brought up to speed and maybe in the future take over as your Trustee but, until then Dan will entertain any questions.

I would like to let the **Tucson members** know that **Tuesdays**, but not limited to, will be my day in the Tucson Office. As there may be some schedule changes from time to time I will try to make it so that I can be there at least once a week. I am excited with my new assignment and hope to see all of the **Tucson members** at the **Union Meetings** on the **second Tuesday of every month at 5:00pm at the Union Hall**. I would like to thank **Andres Martinez** for stepping up to be our Tucson Apprenticeship Coordinator. Andres works for RE Lee and has a great work history. He is willing to take charge and will do the program well. Thank you Andres!

Down in **Tucson** our members are going through a low period but **RE Lee** is bidding work aggressively and hopes to be back up soon. In the meantime Ft. Huachuca will keep them busy for a few months.

Up in the valley we have **University** going strong at **Covance** and plan to keep it up until June. We expect to be busy with work and would like our members to do what it takes in keeping our contractors number one in the State.

**Bel-Aire** has all, but completed **ASU** research in the far east side while **Premier** busts their hump at J.O. Combs High School right down the road.

I would like to **thank** all of the **Executive Board members** who showed up at our Western State Conference in Tucson on May 2nd. This was a great opportunity for them to see first hand what goes on at some of our conferences. Making relationships with other Locals and their Representatives helps our industry to move forward with new ideas and methods of organizing. Great job and thank you for taking part in your Union!

Now that summer is around the corner the picnics will be here soon. We are starting with the Yuma Picnic on May 17th, and the Flagstaff Picnic on May 31st. We would hope to see all of our members in these areas attend. As usual we will have fun things for the kids and prizes for the adults. These picnics are open to all of our members so if you need more information please contact the Hall. There will be flyers handed out at the job sites in these areas! are plans to have picnics for the Phoenix and Tucson areas in the fall and more information will be available at a later date.

Dion Abril, Business Rep., General President, Michael J. Sullivan,  
Congressman Raul Grijalva and Gerry Stewart, Business Manager  
at the Western States Conference held in Tucson, AZ.



# The Production Scene

It is with great disappointment to begin my article by announcing the release of the employees from **Hart and Cooley**. This release will start before the members receive this newsletter. We anticipate all bargaining unit employees to be completely released by the end of July 2008. This will have a negative impact in the production membership and in the community of Tucson as well. Unfortunately it is not anymore how profitable your company can be, but what it boils down to is where can they take their Company to be the most profitable regardless of who it affects. We were able to obtain a decent severance package for all of these employees. These severance packets will cover their health insurance, vacation, 401k, relocation and retraining benefits as well as extended unemployment insurance benefits, and a severance payment. Sadly some employees had up to 30 years of service working at this Company, however without a Union in this facility it would have been impossible to obtain what we obtained for them. I guess all companies have their own cycle of life and this was the end of the **Hart and Cooley** cycle.



**Marco A. Molina**  
*Business Representative*

On a positive side, we have been in negotiations with another company which wants to open a facility in the Tucson area. They have purchased some land and they are working with Local Union 359 on instituting a labor agreement at this new location. The owner has made it clear to the union officials that he wants employees to be union members and wants the products to have the Union label. We are hoping to place some of these dislocated employees from Hart and Cooley at this new plant, which may open sometime next year if not sooner.

At **Air Systems Components** in Tucson, work is steady and their sales are about the same compared to last year with some employees working some overtime. We did agree to provide the Union label to a specific area where they were having some difficulties installing their products, hence the importance of the Union labels and the importance of those products to be manufactured by union members as well. This is just another way to protect and secure jobs for rank and file members in the production sector. Our Chief Shop Stewards have been doing an excellent job in representing members and non-members alike with the only intention and effort to recruit additional members into the Union. We are hoping our current members will support and help these efforts.

At **Price Industries** our current count is about 230 employees and still growing by the week. Their productivity seems to be improving and headed in the right direction with the addition of two new product lines SDG and SDGE. The Labor Management Committee seems to be moving in the right direction as well. There has been a lot of good input from all participants. There had been a few employee safety issues and employees' concerns, which have been taken care of. We recently discussed the possibility of getting some union training for certain employees in our local apprenticeship program. We need to work with the Company's representatives in this matter and mechanics of getting this program in place in the near future.

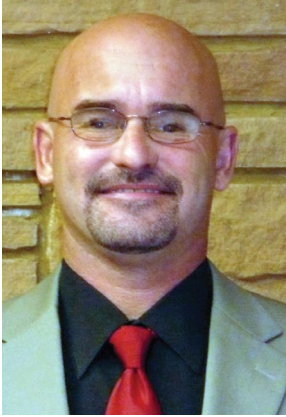
**Sub-Zero Freezer** Company recently announced they are going to be laying off about 39 employees. There has been a reduction in demand of their product and an increase on their inventory units. We followed the contractual rights stipulated in the labor agreement and we believe this layoff will be severe enough and we do not foresee facing another layoff at this facility in the near future; but it is all based on the economy trend, besides we do have other options available in the CBA. There are new upcoming runs in the month of May for the 424-CB and 700 tall. We are currently working on going into a 4/10 work week schedule for these employees and it is more likely that all union members in good standing from this facility will have the opportunity to decide on this Memorandum of Understanding. The intent of this MOU is for the employees to work from 5:00 am to 3:00 pm for most of the departments with the exception of the indirect groups. There will be an increase on the employee's wages effective May 5th that equates to approximately 55 cents per hour depending on your Labor Grade and an additional 10 cents increase on their automatic 401k contribution at the end of the month.

At **Carrier Corporation** in Yuma, we do have several pending grievances in the oven. Most of the grievances are related and similar in context regarding the overtime changes and the use of the restroom facilities. We may end up in binding arbitration on both of these grievances. The volume of units has been declined drastically compared to 2007 and 2006 during the same quarter of 2008 by 32%. The union committee recognizes the problem and it is also helping the Company's representative to identify and point out internal managerial problems. We are still having some issues with certain supervisors not updating the employee's matrixes on a timely manner and certainly not enforcing this clause on a regular basis.

At **Composites USA**, work is slow and steady. We are including in this newsletter an article from Edward D. Bailey, Jr, (Composite's Manufacturing Manager) regarding the company and how it continues to expand its capabilities. Composite is very proud of the fact that they still maintain 100% participation in Union membership. All union foremen, general foremen, superintendents, estimators and purchasing agents are encouraged a look at their products. You may visit their website at [www.compositesusa.com](http://www.compositesusa.com), or you may request that we mail a pamphlet to your company. We will also be sending a letter out to potential new customers in an effort to obtain and secure additional work orders for Composites USA members.

At **Metal Form Manufacturing** in Phoenix most of the employees are not in an overtime mode, and they have few orders on their books. Their incident rate is down compared to 2007, which means less and less recordable accident at this plant. Good for them! We sent a request to reopen negotiations with this company and we will do the same for Composites.

# Marketing Representative



**Pat Montroy,**  
**Marketing**  
**Representative**

The first four months of the year have gone by quickly. We have mailed out over 150 brochures and letters to possible future clients. During this period I have communicated with several contractors throughout Arizona, most of which tell me the work they currently have is steady and they don't plan on hiring until late April or May. A few have shown interest in our organization therefore I continue to have discussions with them. All of the contractors I have spoken with envy our training. A common denominator throughout the State is the availability of qualified help, as with other potential clients I have addressed those concerns. It takes time to convince contractors that when you spend more you make more. We will continue to make contact and build relations.

In our marketing efforts here, we have developed a Union vs. Non-Union cost comparison C.D. In this C.D. we list many variables that normally go undetected by the non-union contractors, such as the percentage of cost going to human resources in a company that the union normally handles with no added cost. The cost to advertise for workers' including what it actually cost the employer before this person installs a single piece of sheet metal. Another amazing factor is a three year study completed by Independent Project Analysis an organization that provides quantitative analysis of capital project effectiveness. In this study of 1,185 projects they determined that union construction workers are 17% more productive than non-union workers. Among the variables listed were the demanding apprenticeship programs and new experienced union workers having opportunities to upgrade and improve their skills. This study uses all trades in determining so you have to believe the productiveness is even greater in the more skilled trades such as the Sheet

Metal trade. The contractor simply inputs the numbers from what they pay per hour to advertising cost, association fees and training. After all information is entered the C.D. will automatically adjust cost and the contractor can actually see how much they can save by hiring Union Sheet Metal Workers' to perform the work. We have begun to distribute them out along with our brochure and should soon see some results.

As most of you know we have a very important election year upon us. Obviously the direction of our country is at hand, but I would also like to remind you as well that Local Politics is essential even more so than National. As they say all Politics is Local. We have a chance this year to improve our representation statewide, in City, County and State offices. In March, James {Jimbo} Martin a VOC Member and I attended a political rally on a Saturday evening in Tucson. We met many good people there and saw first hand what getting involved can accomplish. In the last election cycle the various Unions and community organizers sought out voters and helped organize events to help community leaders become elected politicians. To give you an idea of what getting involved can do, out of 38 contested elections there were 30 victories. This is a huge success and shows a little involvement can go a long way. With as many members here at Local 359 we can greatly influence elections that will benefit all of us. As members we must get involved whether it's putting up signs or talking to your neighbors about the concerns of our community. I am asking each and every member to register themselves and their families to vote for this coming election. Our Union will distribute information about each of the candidates and which of them have our best interest at heart. This is about securing our way of living, good jobs, affordable healthcare and a retirement we can live on that is currently being threatened. Our forefathers fought hard and some gave the ultimate sacrifice so that we could have decent working conditions, fair pay and good benefits for us and our families. It would be a shame if we let it all slip away because I have something better to do, or I don't have time. My favorite one is, "that's what we pay the people at the hall to do". We all have a responsibility to our families, communities and our forefathers to be responsible barrens to what was handed to us and to continue to improve upon.

*{ If hard work were such a wonderful thing, surely the rich would have kept it all to themselves }*  
**Lane Kirkland**

## Bulletin Update

Our **Tucson Sheet Metal Joint Apprenticeship Training Committee** recently appointed a new Apprenticeship Coordinator  
– **Andres Martinez. Welcome aboard, Dre!**

**Paul Cruz**, President of Premier Metals, Inc. is also a new appointee representing the contractor's side of the Tucson JATC as a Management Trustee. **Robert B. Lee** continues to serve as a Management Trustee, **Jose "Sonny" Morales** as a Labor Trustee and **Gerry Stewart** has replaced **Ramon Maldonado** as a Labor Trustee.

**Tom O'Hara-Arnold** continues to be the Tucson JATC Instructor.

# Production Organizer

During the past 4 months we have been working hard on recruiting new production members from all the different production facilities. We are all very pleased with the results that we have with **Price Industries**, and their new Collective Bargaining Agreement. They have also had an increase in their membership.

We recently had our 2nd annual picnic for the members' of **Price Industries** in Casa Grande. We had a pretty good turn out. There were approximately 110 members who attended. We would like to thank the Shop Stewards from **Price Industries** for helping us put the picnic together.

We are now going to start focusing on **Sub-Zero Freezer Company**. The membership has decreased due to a loss of around 20 members. **Sub-Zero** will soon begin laying off about 40 employees. This lay off will happen around May 15th, 2008. We have started a membership drive by house calling these employees to recuperate those who will soon be laid off.

We are in the process of doing research on a company named **KINRO**. They manufacture window frames for residential, commercial and for recreational vehicles. From speaking to the employees who work for this company we know there are a lot of issues with their supervisors. In a few days we will start hand billing the company to see their reaction and the reaction of the employee's. **KINRO** has another facility located in California. Local Union 170 is also currently doing some research and speaking to workers to start an organizing campaign.



**Mahelio Rico,**  
*Production Organizer*

Durante los últimos 4 meses hemos trabajado muy duro en el reclutamiento de nuevos miembros de producción de todas las diferentes fabricas, yo pienso que todos estamos muy satisfechos con los resultados que hemos tenido en **Price Industries** con el nuevo contrato colectivo y con el aumento de nuevos miembros. Tuvimos nuestro segundo Picnic para los miembros de **Price Industries** en Casa Grande, en este evento fueron alrededor de 110 miembros y queremos darle las gracias a los Shop Stewards de **Price industries** quienes ayudaron con este Picnic. Empezaremos a concentrarnos en **Sub-Zero Freezer** la membresía es baja en esta fabrica y también perderemos alrededor de 20 miembros debido a despidos de alrededor de 40 empleados para mayo 15 de 2008. Hemos empezado a visitar estos empleados a sus casas para recuperar a los que serán despedidos. También estamos investigando una compañía llamada **KINRO**, esta compañía hace los cuadros de las ventanas para residencial, comercial y para vehículos de recreación, sabemos que hay muchos problemas con los supervisores alo que hemos hablado con los empleados. Empezaremos a pasar volantes en unos cuantos días para ver la reacción de empleados y de la compañía. Sabemos que **KINRO** tiene otra fábrica en California y la Local 170 esta también investigando y hablando con los trabajadores para así empezar una campana.

*Mahelio Rico*  
*Organizador de Producción*

## LET US ALWAYS REMEMBER...

JESSE A. BAGGETT  
JERRY T. DIRODIS  
DONALD K. HERMANOWSKI  
WAYNE LYNN  
LEON L. RAZEE  
SALVADOR A. TAMEZ  
DAN MICLEA  
H CECIL CHOATE



# JATC News



**George Sapien,**  
**Training Coordinator**

It is hard to believe it's that time of year again. The Phoenix JATC is currently accepting applications for the Apprenticeship Program. Each apprentice applicant must be at least 18 years old, provide a social security card and birth certificate. Once this information has been submitted, applicants will need to complete the following: take a basic math and reading test at Gateway Community College and score a minimum of 30 on each test. Applicants will then need to take a drug screening test at their own expense. Then after all of the above information has been received in the Apprenticeship office, applicants will be notified of an interview with our Apprenticeship Committee. Apprentices will be chosen for the Program based upon highest combined scores from the math and reading tests and interviews. The deadline for applications is July 31, 2008.

On top of the JATC's yearly recruiting efforts, as we did last year I am asking the membership to be recruiters for the Apprenticeship Program. If you know of anyone, family, friends, or someone on the jobsite that might be interested in the Apprenticeship Program, I would like you to encourage him or her to apply. First year apprentices this year will be starting at over \$14.85 per hour. Last year the recruiting efforts put forth by the JATC and the membership went well. This year I am hoping to see the number of applicants increase, so spread the word about applying for the Apprenticeship Program.

The JATC is currently working on establishing a Refrigeration Service Class for the Fall of 2008, targeted mainly for apprentices with limited space available for journeymen. Look for more information coming soon.

Gateway Community College has released a Fall 2008 Schedule of Construction Management Classes. Contact the JATC for more information.

Tod Truettner and Steve Madruga are currently putting the finishing touches on the new CAD Class that we are offering. The start date has yet to be determined, but the program is scheduled to run in three 10 week sessions

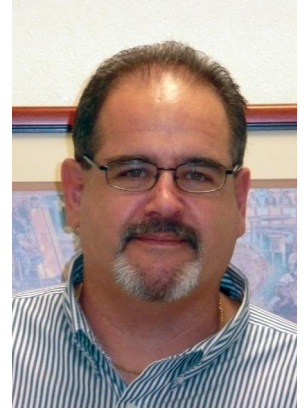
## Journeyman Class Schedule

<i>CLASS</i>	<i>DATES</i>	<i>DAYS</i>	<i>TIME</i>	<i>TOTAL</i>	<i>INSTRUCTOR</i>
<b>BASIC WELDING MIG</b>	1. June 16,18,23,25	Monday & Wednesday	3 Hrs per night 4:00 - 7:00 P.M.	<b>12 HRS</b>	DON VOLOPICH
<b>CITY CODE</b>	1. June 17,18,19	Tuesday, Wednesday, Thursday	4 Hours per night 4:00 - 8:00 P.M.	<b>12 HRS</b>	TOD TRUETTNER ALBERT BLANCO JR.
<b>CPR &amp; FIRST AID</b>	1. June 10,11	Tuesday & Wednesday	4 Hours per night 4:30 - 8:30 P.M.	<b>8 HRS</b>	CHUCK LORENZ
<b>HOISTING &amp; RIGGING</b>	1. August 6	Wednesday	4 Hours per night 4:00 - 8:00 P.M.	<b>4 HRS</b>	TOD TRUETTNER
<b>ISOMETRIC DRAWING</b>	1. July 15,17,22,24	Tuesday & Thursday	3 Hrs per night 4:00 - 7:00 P.M.	<b>12 HRS</b>	JEFF HOLLY
<b>SHEET METAL MATH*</b>	1. August 12,14,19,21	Tuesday & Thursday	3 Hrs per night 4:00 - 7:00 P.M.	<b>12 HRS</b>	ALBERT BLANCO
<b>SMACNA MANUALS</b>	1. August 12,13,19,20	Tuesday & Wednesday	3 Hrs per night 4:30 - 7:30 P.M.	<b>12 HRS</b>	MIKE GORDON
<b>SSTA</b>	1. July 14,16,21,23 2. September 15,17,22,24	Mondays & Wednesdays Mondays & Wednesdays	4 Hours per night 4:00 - 8:00 P.M. 4:00 - 8:00 P.M.	<b>16 HRS</b>	CHUCK LORENZ TOD HARTUNG
<b>SSTA RENEWAL</b>	1. May 20,21 2. August 26,27	Tuesday & Wednesday Tuesday & Wednesday	4:00 - 8:00 P.M. 4 Hours per night	<b>8 HRS</b>	CHUCK LORENZ TOD HARTUNG



# Organizer

Ever had a friend, neighbor or even relative ask you why unions are good for anyone beyond their own members? Unions have always serviced their membership and in that process of collective bargaining and over many decades unions have produced working conditions and benefits that have become the de facto standard by which all Americans work. Forty hour work weeks, eight hour days, paid overtime, vacations, pension plans, health insurance, maternity leave, etc were ALL negotiated into a collective bargaining agreement first. As unlikely as it might seem the Chas Roberts Campaign may have a small hand in providing just such a benefit for all Arizonans.



**Ed Armour,  
Organizer**

One focus of this residential campaign was to improve the poor quality standards of installation performed by untrained Chas employees and pressure the people who hire Chas Roberts to expect the workmanship they contractually agreed to and as required by Building Codes and SMACNA standards. Your contractors find it especially hard to compete against any contractor that puts in shoddy workmanship that can go undetected. In addition to many other efforts designed to help level the playing field for our contractors the National Offices of the SMWIA have funded a November 2008 ballot initiative called the Homeowner's Bill of Rights (HOBR) where the voters of Arizona will get a chance to correct what our Legislature would not.

In 2001 the AZ State Legislature dramatically changed the home warranties available on newly constructed family homes so that it now gives a huge advantage to the builders instead of the homeowners (many of which are YOU our members!). Under this legislation you only have a one or two year limited warranty on the largest purchase of your life. The HOBR provides a minimum 10-year warranty on new homes, mandatory disclosures of financial arrangements and pricing and new rights on fixing home defects and returns of deposits that make it once again more favorable to homebuyers. Our membership and the other citizens of Arizona now have a chance to restore those rights that were stripped by political contributions back in 2001. Next time your neighbor or a fellow tradesman on the job asks you why unions are still relevant remind them to vote YES on the Homeowner's Bill of Rights!



Composites USA, Inc. continues to expand its capabilities in the only Union factory located in the western United States to manufacture Factory Mutual Approved coated stainless steel duct, used extensively for corrosive fume and smoke exhaust in high tech manufacturing facilities.

Composites USA **Pure Guard SS** duct and fittings are manufactured right here in Phoenix, AZ. **Pure Guard SS** recently completed additional product testing at FM extending its approval down to 4" diameter (the smallest diameter currently approved by FM) and has also received FM Approval for the Quick Clamp joining system as a complement to standard bolted connections.

In support of growing business, Composites USA has in the past year added two Jetline seam welders (6 and 10 ft. capacity), along with a Heller KAPPA 4 - 10 ft., 4 roll double pinch power roll. Composites is very proud of the fact that 2 more employees were added to the work force and still maintains 100% participation in Union membership. Composites USA wants to thank our Union brothers for their continued support. We invite you stop by and visit our facility anytime.

Sincerely,

A handwritten signature in black ink, appearing to read "Edeard D. Jr.".

**Edeard D. Jr.  
Manufacturing Manager**

Composites USA, Inc. - Pure Guard Division - 1010 South 65th Ave. No.100 - Phoenix - AZ 85748  
Tel 1-623-478-1800 - Fax 1-623-478-1860 - [www.compositesusa.com](http://www.compositesusa.com)  
[ebailey@compositesusa.com](mailto:ebailey@compositesusa.com)

Allan Moyer, James Fox and Daniel Booth-Covance Job,  
University Mechanical



Albert Blanco Sr., University Mechanical



David Samons- University Mechanical

Michael J. Hinckley,  
University Mechanical

Margaret "Max" Bennett and Robline Swanson,  
University Mechanical





LOCAL UNION NO. 359  
 SHEET METAL WORKERS  
 INTERNATIONAL ASSOCIATION

2604 East Adams Street  
 Phoenix, Arizona 85034



GERRY STEWART  
 BUSINESS MANAGER &  
 FINANCIAL SECRETARY/TREASURER

DAN CHACON  
 BUSINESS REPRESENTATIVE

DION ABRIL  
 BUSINESS REPRESENTATIVE

DON LATHAM  
 BUSINESS REPRESENTATIVE

MARCO MOLINA  
 BUSINESS REPRESENTATIVE

JACKIE ZEBELL  
 OFFICE MANAGER

DON BRIMHALL  
 EXECUTIVE SECRETARY

ANITA ABALOS  
 SECRETARY

2008 Local Union Office Hours  
 7 A.M. to 4 P.M.  
 Dispatch Hours:  
 7-9 A.M. and 2-4 P.M

Cut and Save

## Calendar of Events 2008

Month	Day	Event	Time
MAY	8	Phoenix Retiree's Meeting	10:00 A.M.
	8	Phoenix Union Meeting	5:00 P.M.
	13	Tucson Retiree's Meeting	9:00 A.M.
	13	Tucson Union Meeting	5:00 P.M.
	17	Yuma Picnic - Kennedy Park	11:00 A.M. - 3:00 P.M.
	26	<b>MEMORIAL DAY - HOLIDAY</b>	<b>MONDAY</b>
JUNE	31	Flagstaff Picnic - Thorpe Park	11:00 A.M. - 3:00 P.M.
		Yuma Production Meeting	TBA.
	10	Tucson Retiree's Meeting	9:00 A.M.
	10	Tucson Union Meeting	5:00 P.M.
	12	Phoenix Retiree's Meeting	10:00 A.M.
JULY	12	Phoenix Union Meeting	5:00 P.M.
		Yuma Production Meeting	TBA.
	4	<b>FOURTH OF JULY - HOLIDAY</b>	<b>FRIDAY</b>
	8	Tucson Retiree's Meeting	9:00 A.M.
	8	Tucson Union Meeting	5:00 P.M.
AUGUST	10	Phoenix Retiree's Meeting	10:00 A.M.
	10	Phoenix Union Meeting	5:00 P.M.
		Yuma Production Meeting	TBA.
	12	Tucson Retiree's Meeting	9:00 A.M.
	Tucson Union Meeting	5:00 P.M.	
	Phoenix Retiree's Meeting	10:00 A.M.	
	Phoenix Union Meeting	5:00 P.M.	
	Yuma Production Meeting	TBA.	

May 2008							June 2008							July 2008							August 2008						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3	1	2	3	4	5	6	7			1	2	3	4	5						1	2
4	5	6	7	8	9	10	8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9
11	12	13	14	15	16	17	15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16
18	19	20	21	22	23	24	22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23
25	26	27	28	29	30	31	29	30						27	28	29	30	31			24	25	26	27	28	29	30
																					31						