



SHEET METAL WORKERS'

LOCAL No. 359 NEWSLETTER



Volume 29

www.azsheetmetal.org

October 2007

The Business Manager's Message

SKILL + PRODUCTIVITY + CAMARADERIE = PROSPERITY

By Gerry Stewart

By the time you read this article, contractual wage increases for Phoenix (07-01-07) and new allocations for Flagstaff and Tucson (08-01-07) will have taken effect and circulated to the membership. Please take a moment to review your Local 359 minimum wage, per hour classification, so you can verify your check stub and insure you are being paid properly. I use the term "minimum wage" because, for a signatory contractor, they are required to pay these rates as a minimum to anyone dispatched to them. There is nothing prohibiting them from paying more than the contractual rate. I mention this as there are some who have expressed that, even with the new contract; they are not adequately compensated for their services. Keep in mind these rates are negotiated with the concept of a crew aggregate so that the contractor can competitively bid in the market. The member's skill and productivity level plays a large role in establishing Local 359's minimum wage. It is important that we all stay aware of this fact. If we do, we will have much greater success raising Local 359's minimum wage. It is not enough to worry only about yourself, because even the most skilled sheet metal worker's success is monitored and valued by the contractor compared to the standard ununionized sheet metal workers. Everybody, union and non-union, is limited in their ability to negotiate above the standard; so it is in everyone's best interest to work toward raising the standard on the jobsite.

This can be done in many ways. Invest in our training program to insure

each apprentice is exposed to the best academic education possible. But that is not enough. As journeyperson's, we must take time on the jobsite to properly train and expose each apprentice to as many aspects of the trade as possible during their five years of on-the-job training. Whether it's an apprentice or journeyperson whose skill deficiency is causing them not to be productive, it is in our best interest to enlighten them on the proper or more productive way to perform the task and not just say, "the hell with them". I've heard members state, "Well, he's a foreman" or "He's far enough along in his apprenticeship, he should know what he's doing". Even if that's so, it's not in our collective best interest not to educate them; otherwise, we're bringing down our productivity level. In addition, I am certain that no matter how great a sheet metal worker you believe you are, I could dispatch you to a facet of our industry that you are not proficient in and you would surely appreciate another brother or sister giving you some assistance until you were up to speed. So, keep this in mind the next time you see another member struggling. This is how we develop well-rounded journeypersons, so we are able to supply qualified members to the jobsite when necessary, to meet customer demands. In this trade, more often than not, our crews are four people or less and we work hand-in-hand with another person, or by ourselves, so showing up late, or not at all are unacceptable. This has a huge impact on productivity, bringing the job in on time and scheduling manpower needs from job to job. Excessive absenteeism, tardiness or loafing cannot

be tolerated by the employer. It doesn't matter that you are faster than everyone else when you are there. If the contractor can't depend on you every day, then you're useless to them and ultimately drag down the productivity level, thereby lowering our standards. If you foresee a problem, or a material shortage, or a better way to do something on the jobsite, don't ignore it, tell someone; and if you're a foreman, be receptive to positive input and create an environment where members feel they are part of the process and want to be productive.

Our contractors, when bidding, must do so with some degree of certainty of the crews' productivity. This might be measured by the pounds of steel, linear feet, or some other unit of measure, but whatever it may be, there must be consistency or the results can be disastrous. The higher the unionized sheet metal industry raises the productivity level, the more the market share we gain and everyone involved will enjoy greater success.

The fact is, when you are dispatched to an employer in Local #359, you are contractually guaranteed a certain wage and fringe package for every hour worked. For a journeyperson in the Phoenix area, that equates to \$37.69 per hour, plus Worker's Compensation and payroll taxes. It takes over \$1,650 to keep a journeyperson on the job for a week. This does not include profit or overhead. Members whose skill and productivity levels are not equal to or greater than that amount of

The East Valley

By Dan Chacon

We've made it through another grueling summer in the desert and it's time to enjoy the cool evenings and chilly mornings. The change in weather is always welcome after surviving our Arizona summers. Our brothers to the west in California have also had one of the hottest weeks recorded over the last few years. It was over ninety-five degrees, for a whole week! Let's hope that they are still able to function after such intense heat.

Good things are happening here in Local 359, work is steady at this time and the out of work list is going in the right direction, spiraling downward. We've nearly exhausted our manpower list and the good news is that we're not all relying on Intel. Don't get me wrong, Intel has been good for our Local. There have been thousands of hours worked on these projects and there'll be many more to

come. It's just satisfying that our contractors have moved back on the streets to gain work.

We are seeing the benefit of marketing ourselves in a new way. There are many companies that have been started by our former local members and those who have migrated out and forgotten their roots. They are the targets of our organizing efforts. We know that there's a value in having a well trained workforce. Higher production, safer jobsites and skilled supervision is what we're marketing. However, talk is cheap and anyone can sell something to the right person. It's up to us to make good on the sales pitch. We can't sell productivity if absence rates are up. We cannot expect our contractors to hire twenty percent more labor to cover for those who miss work. There's a trade off that works both ways, you work for eight hours of pay

and the contractor pays you for eight hours of work. It really is that simple. Not only does he pay your hourly rate, he pays for your health insurance that covers all of your dependents. Some of us have more than others. So when you think you're underpaid for the job you do, whether it's detailing, layout, shop work or a task that you think the foreman should be doing remember one thing, you are a Sheet Metal Worker that has been trained to do all of the above, and you are paid well to do it.

In closing, may I congratulate all those that will be receiving service pins and those who have recently turned out; receiving apprenticeship completion certificates. Good Luck in your sheet metal careers, may they be healthy and prosperous for both you and your contractor.

Marketing Department

By Pat Montroy

Now that summer is gone and the heat is turned down a notch, I'm sure everyone is looking forward to the approaching holidays, so I would like to wish all my brother's and sister's a Happy and safe Holiday season. I think we've had some success this year in gaining market share in the Phoenix area, with lots more to do. In Tucson, I met with the U.A. organizer in Southern Arizona. We spent some time visiting jobs and non-union companies in Tucson and the surrounding areas. His knowledge and experience in the area is very helpful in our desire to organize in Tucson. Dion Abril and I are working together with contractors in the Flagstaff area using the same type of marketing used in Phoenix. We have been mailing out our new brochure to

the non-union companies and the companies' signatory to the Pipe fitters all across the state with heavy concentration in Flagstaff and Tucson. Hopefully, we can soon report back with positive results. The Chas Roberts Campaign is ongoing and we are expanding our efforts to help us bring Chas Roberts to the bargaining table. A positive effect of this campaign is the service department spends more time on warranty calls instead of profitable service calls. Chas Roberts has also signed an agreement with AAI, where students go to school during the week and work for Chas Roberts on the weekends, just another way for the

company to under pay their employees. I would like to thank all the people who have helped out in the past, your efforts are appreciated. We still need volunteers to help with the campaign in other areas. With the weather cooling off, I know I can count on more volunteers in the future. We need your help. Our Union needs your help now more than ever. Never doubt that a small group of thoughtful committed members can change the world. Indeed, it's the only thing that ever has.

To the right:

3rd Year Apprentices

Mike Russell and Eric Haapoja

Proudly displaying commemorative boxes they made.

Boxes will be used to hold the bibles given to our deceased members' families.



Production Organizing

By Mahelio Rico

For the past three months our focus has been on **Price Industries**, and the recruiting of new production members. The reason we have been focused on Price Industries is because their labor agreement will expire in November and we will enter into new negotiations in October. We will be focusing on increasing the production membership to have better member support, which will allow for better opportunities to negotiate more benefits.

During the past several months we have changed the organizing strategy on

production members and the results have been great! We have increased 90% of the membership with Price Industries since the beginning of this year, and we are continuing to receive more applications.

Of course we have to thank and give credit to the following Shop Stewards: Forrest Zuercher, Martha Dunker, Angela M. Hernandez and Mike D. Stone. We would also like to thank employees of Price Industries who are involved and involving other employees in their union movement.

We are very excited about the negotiations because we are going to improve their second labor agreement. We feel our brothers and sisters from production deserve better wages, benefits and of course respect at work. I want to wish everyone a Happy Thanksgiving and Happy Holidays.



En los últimos tres meses nos hemos enfocado en la compañía **Price Industries** en reclutamiento de nuevos miembros de producción. La razón que hemos estado enfocados en Price Industries es porque el acuerdo laboral se les vencerá en Noviembre y necesitamos incrementar la membresía de producción para tener el apoyo de la gente y tener mejor oportunidad para negociar más beneficios. En los últimos meses hemos cambiado un poco la estrategia en el reclutamiento de nuevos miembros de producción y hemos tenido mejores resultados con esta nueva

estrategia. Hemos incrementado hasta el 90% de miembros que había al principio de este año y seguimos recolectando más aplicaciones. Por su puesto también tenemos que darles crédito y las gracias por su tiempo y colaboración a los Shop Stewards: Forrest Zuercher, Martha Dunker, Angela M. Hernandez y Mike D. Stone y también a los trabajadores de Price Industries que están involucrados y están involucrando mas a sus compañeros en el movimiento de su UNION. Estamos apunto de ir a negociaciones en Octubre con Price Industries, estamos emocionados

y contentos. Emocionados por que se les va terminar el primer acuerdo laboral y vamos a mejorarle el segundo acuerdo laboral, por que nuestros hermanos y hermanas de producción se merecen mejor salario, mejores beneficios y por supuesto respeto en el trabajo. Quiero desearles a todos feliz día de gracias y una feliz navidad.

Mahelio Rico
Organizador de Produccion

Friendly Reminder...

The Financial books are to be closed on the last business day of the month and your dues are due on or before the last day of the month.

If you haven't received a current dues receipt recently, call us to find out your dues status. Dues awareness prevents costly suspensions.

Incorrect addresses and phone numbers are increasing the union's operational costs. Please update your information with the hall when changes happen.

During the business day, the hall often becomes quite busy, especially the last few days of the month. Please be patient when trying to contact your union representatives who are often on the phone and/or meeting with members and the many others who visit the office.

...Continued from page 1.

compensation need to be conscious of it and take steps to address it. Don't be afraid to ask someone if they know of a more productive way to perform a certain process; most people are more than willing to help, if asked. Journey person upgrade courses are also available, if needed. And, if it's your attitude start working on it; don't let your Union down. Also, it is in everyone's best interest to stop talking negatively about our brothers and sisters and help each other be as efficient as possible, because unity and internal promotion is the key to our achieving real success. For all of us in the sheet metal industry, this equals prosperity. As Union Sheet Metal Workers, it is not enough to say how good we are — we have to prove it every day.

All that being said, let me say that the situation of the Local right now is excellent. Most all Building Trades members are working; we are bringing in past members and new members. The work outlook is good well into the coming New Year. Our organizing is pushing forward in all areas. Our Production numbers continue to grow and we are now bringing in Residential members and making some progress in regaining that market.

It looks like October and November will again be extremely busy months. Negotiations with Price Industries and Carrier top the work lists and a Pin Ceremony and Turn-Out Banquet on November 10th will top the festivities. Since this will be the last newsletter this year let me remind you of the Christmas Tamale Feast for our members here at the Hall. This year it will fall on Friday, December 21st and will kick off around noon. Please come if you can. In closing, I would like to wish all the members a safe and happy holiday season and a very prosperous New Year.

The Northeast Valley

By Dion Abril

I would like to thank the members for the opportunity to attend "The Market Your Local" classes back at the George Meany Center. With all the work we are doing, this class adds just another tool to my box and will help to build new relationships for our Union. Pat and I are learning more about how to better represent you and the talents that you bring to the Sheet Metal industry. Changing our outlook on life is not only important, but also necessary in order to build a stronger tomorrow. As our industry has changed from the way we negotiate, to the importance of understanding the needs of other contractors, we can make good relationships that maintain a strong workforce second to none. With your help, we can continue to educate others on how important it is to keep our Union strong. Helping all of our Contractors to succeed by giving 110% is a good way of showing them we care. Good job! Keep up the great work!

SMACNA is holding our Wheels for Meals poker run on Saturday, October 20, 2007. This is an opportunity for our members to get out and ride their motorcycles, drive their Hot Rod cars, or just come out for a day of fun with your friends. You can register on line at www.smacna-az.org, by phone at 602-734-0214 and ask for Carol Goguen or just stop by the hall and pick up a registration form. We will also be registering the day of the event. Hope to see you all out there!

Work in my area has not changed much. **Bel-Aire Mechanical** is still waiting for some of their projects to begin. The Scottsdale crime lab project should need manpower beginning in January and the Mesa crime lab Project has started the underground stage but not ready for tanners yet. **Kinetics** at **Optima Camel View** has received drawings for the third phase and is in the review stage not quite ready for

production. **Boyer Metal Company** in Flagstaff is holding their own and may need to man up a few for there project at NAU. **Climate Control** has laid off a few on there building trades side and is expected to pick up again soon. They do have work on the books and are looking at a few weeks to a month to bring some of them back. The residential workers at **Climate Control** have had a couple of jobs that they are working on and are in negotiations to pick up more so we ask our brothers there to be patient. **If any one at Climate Control has been laid off and not called the hall, please do so and speak to the dispatcher so that your name is put on the list. This will insure that you are placed back to work when these calls come in!**

I would like to wish the membership safe and Happy Holidays and also another prosperous New Year. I hope that I get to see you at the tamale party!

The Northwest Valley

by Don Latham

A-AZ Best –They are keeping busy. **Accu Duct** –They are very busy and their spiral quad (square spiral pipe) duct is getting a lot of attention from our General President. The President feels it will be a popular product. Spiral quad can be ordered in twenty-four foot joints with Accu Flanges as the connectors it could lower installation costs for field labor, duct connectors, sealant requirements, duct stiffeners and potentially give union companies an edge over the non-union. With our modern contractors that supply the equipment to move this type of product around a job site jobs could be done much faster. Lets all keep a close watch on this. **Artic Air** – they are keeping busy. They need service technicians at all levels, Call me. **Airco** – is keeping busy. **Bel-Aire** – The shop is still very busy, and the work in the East Valley is moving along. The hospital work is a little slow but like always they are bidding and looking, that's something I respect about them, over the last few years it seems they have gone out of their comfort zone and got more work in the process. A lesson others could learn from. The E-Bay job will start soon. **Caliber** – has a few still working and I've heard that the school jobs were successfully completed. All of you that worked for them this summer good job! **Farwest** –Is keeping two members very busy. **Kinetics** –The shop has ten men staying busy. They may have captured the Park Central Job (29 stories) I'm still looking

for the signed papers but it looks good. **Custom Performance Mechanical**- Ralph Lemons and Don Christensen have hired a couple members. **Miller Bonded** - the hotel is closer to completion. Thunderbird Bird Hospital is rumored to start in December/January. Is there another hotel in their future by the stadiums? We will know soon. **Preferred Mechanical** - keeping their people busy and they did pick up another member recently. **Pro Mechanical** – Has slowed a bit but the members that are still there are doing good. **QC Analytical** – still keeping our members busy doing air-balance all over the place. **University Mechanical** - the Sheraton Downtown Hotel is moving along good. The Walter Cronkite Center has manned up and progressing well. Palo Verde – the start dates are; 9/10/07, 10/15/07, 10/29/07 we need five more men to sign up and get pre-qualified for the upcoming work.

"Working non-union" who does it hurt? I've heard "I'm just one guy" "I've got to feed my family". Well the last one I agree we all need to support our families, but let's look at some of the ways we hurt ourselves and the union movement by working for a non-union contractor. We would not be contributing to our; local pension, national pension, health and welfare fund, SASMI, 401k, training funds, working dues, organizing funds and others. You won't get credit for hours worked, not to mention your retirement may be held until age 65. I think it goes deeper

than just paying our bills, it undermines our way of life. Think about it if we worked non-union we would be helping the same contractors our union contractors are bidding against. We would be training the non-union work force and I've been told "I don't teach those guys anything". Well we all know that's not true, just by working with someone we all learn tricks or short cuts that save our contractors thousands of dollars; do we really want to teach those that oppose our union way of life? How about losing the respect of fellow members, I don't think anyone would want that. We all took an oath whether we said it out loud or signed it on our applications. I've been told a man's word is very valuable and without it.... So, if you find yourself out of work, don't work in the trade, work anywhere else that isn't working against us.

SASMI – Journeyman upgrading **is** still required per SASMI plan rules, so make sure you have something current or your underemployment benefit may be denied.

Political action committee; we don't have one and the 2008 elections are coming soon . Local 359 needs your help. Back Bones, we all need the back bones of our local to give us a call.

As this is the last article for 2007, have a safe and happy holiday season and New Year.

Be Safe.

The Production Scene

By Marco A. Molina

At *Carrier Corporation* in Yuma, Arizona, we will be going into negotiations starting the later part of October 2007. We have tentatively agreed to the following dates: October 29th and 30th and November 6th, 7th, 8th, 12th, 13th, 14th and 15th. These negotiations will take place in Yuma, AZ at the Shilo Inn Hotel. We are collecting the recommendations from the bargaining unit employees on the floor and as with any other negotiations - higher wages, 401k, pensions, overtime issues, classifications and health insurance, as always, will be an important topic on the negotiating table. We will make a diligent effort along with our Shop Stewards to keep the bargaining union members informed on these negotiations and the progress of such. The membership must show solidarity to fully support the Union's proposal. It is also very important for those non-members to participate in this important process for themselves and their family's future by becoming members of this organization. Work is good at this facility and it is our understanding that the employees are keeping the Company's expectations on their output productivity as well as the quality of their products.

At *Price Industries* in Casa Grande we will also be starting negotiations on October 8th, 9th, 10th, 15th and 16th at the Holiday Inn in Casa Grande. The same topics as mentioned above will be pivotal in these negotiations as well. The only difference is that these employees are behind in wages and benefits compared to other signatory production shops. There is a lot of work to do at this facility as the Company continues to struggle in recruiting qualified employees. The lack of training continues to be an issue along with a continually high turnover rate. Although they have improved their working conditions, more improvements are still needed. Our membership has increased with the help of house calling by Mahelio Rico and with the full cooperation of the shop stewards at this facility, but we still have a long way to go. The productivity is still good, with almost all departments

continuing to work some overtime, including some Saturdays. The core group of employees has increased slightly, but not at the levels expected by Corporate.

At *Metal Form*, work has been steady and constant orders continue to arrive for these employees. The usage of the blue labels is important to continue the flow of orders with somewhere between 35% to 40% of all orders requires affixing our Union label to its product, which in turn helps to maintain our core group of employees.

Air Systems Components continues to have a low injury record with only four injuries and one of those injuries resulting in lost time. Their overall productivity is somewhat slow, but their awareness of quality has definitely gone up. We have one pending grievance at this facility which has not been fully resolved at this time.

At *Hart and Cooley*, productivity is up compared to the last three months. The implementation of the lean manufacturing has improved their output and they are meeting their numbers now. Even though it did involve a change, which took some time for these employees to adjust to, and they were a little bit skeptical at the beginning of the process, their numbers have increased. Their safety record has recorded seven injuries at this plant with only one of them with lost time.

At *SubZero Freezer* Company the overall productivity for the 600's, 736's and the under counter are still below goal at 88%. We have signed a Letter of Understanding to define the terms of these transitions and the majority of the employees will benefit with 125% production bonus on their check and those indirect workers will continue earning \$0.75 per hour on top of their base rate. This letter will expire March 31, 2008. Starting the week of September 28th, the rest of the employees will be selected by seniority. There are currently 41 positions open at this time. The selection process will be monitored by a Union Shop Steward and the Human Resource Manager. These employees will start their

selected position in November. The Sheet Metal Department employees from 3rd shift will be consolidated with the SM department of 1st or 2nd shift on a voluntary basis. Most of the employees from 3rd shift selected 2nd shift as their choice. This consolidation will last until December so they can get trained on equipment.

At *Composites USA* work is still slow, but steady. The Plant Manager of this facility has given us permission to promote his company with the rest of the Union signatory contractors from the Western States.

There are still a couple of cases pending with the National Labor Relations Board concerning Section 7 of the NLRA, for the employees at *Randell Manufacturing* in Tucson.

NOTICE

Free Flu-Shots will be available to all eligible members including Retirees and their dependants (must be 9 years old) at the Sheet Metal Workers Union Hall on **Saturday, Dec. 1, 2007 from 10:00 AM - 2 PM.** Your Blue Cross Insurance ID card must be presented to receive this benefit.

JATC NEWS

By George Sapien

Each year the SMACNA Arizona contractors select one apprentice from each apprenticeship class who are chosen based upon their potential leadership skills, the ability to see a project through to completion and a willingness to help other apprentices. In short these are the traits that make a high-quality union sheet metal worker. The apprentices, guest and company representative will be honored at a luncheon. This year the recipients of the "2007 SMACNA Contractors Award are 1st Year Apprentice Jeremy Hand, 2nd Year Apprentice Brandon Volopich, 3rd Year Apprentice Roy Elliston, 4th year apprentice Daniel Narvaez and 5th Year Apprentice Marcus Mirelez. Congratulations to all of you from the JATC Committee, Local 359 and the all of the staff here at the JATC.

Congratulations are also in order for this year Outstanding Apprentice Award Winner Corey Degenstein. Corey has excelled in class during his entire apprenticeship, he received the SMACNA Contractors Award in 2006 and participated in our local contest and two regional contests. Corey is currently working at Accu Duct.

We have been very busy here at JATC over the past few months. We completed the apprentice application process and this year we have 52 - 1st year apprentices starting in the program. Classes started in October.

Apprenticeship classes have resumed in Flagstaff after 2 years of apprentices attending classes in Phoenix. Ben Mousseau is our new apprenticeship instructor in Flagstaff. Currently there are 8 apprentices attending classes.

The local contest is scheduled for Saturday, December 8, 2007 and the Regional will be held January 17th, 18th & 19th, 2008 in Garden Grove, Local 105. This year the local contest is mandatory for 2nd, 3rd, 4th and 5th year apprentices. The latest format involves field measure, fabrication and assembly of plasma cut fittings with a freehand drawing for installation and a welding project. Because of the number of contestants involved on Saturday it will require use of several shops in the valley with judging here at the JATC. The welding process will take place during scheduled class hours with judging on Saturday. Dan Chacon has once again volunteered to recruit Proctors and Judges for the local contest so be expecting a call shortly.

On the journeyman side, some of you are receiving trade related classes provided by our contractors or attending classes elsewhere. The reason for this is, although journeyman upgrade is not required for a pay increase any longer SASMI does require journeyman upgrade to be eligible for the under-employment

benefit. You should keep the JATC informed of any training or classes you attend so we can update our Journeyman Training Records. Don't depend on others to contact us.

The JATC is looking at scheduling a year long advanced AutoCAD class, after the first of the year. This class will require some prior knowledge of AutoCad as one of the prerequisites. Class size will be limited. If you feel you have what it takes for this class give me a call.

I would like to thank Mike Miller our ITI Regional Representative for performing the testing for Welding Certifications. We had 4 journeymen and one apprentice obtain 8 welding certifications. They were Christopher Corral, Ronald Durham, Mike (Grumpy) Geyer, Daniel Guzman and Adam Wellmeyer. Way to go guys!! The next round of certifications is scheduled for January 2008.

Also I would like to thank Stan Bracelen of ACCU Duct for donating the exhaust duct for our Plasma Table. The 4th year (HDC) class did a great job on the installation.

The following is a schedule of some upcoming class at the JATC. The JATC policy requires a minimum enrollment of 5 Journeymen or the class will be canceled. A \$30 refundable tuition deposit is required to register for classes.

| CLASS | DATES | TIME | TOTAL |
|--------------------------------|-------------------------------|----------------|--------|
| SSTA Refresher SSTA 16 Hour | October 23, 24, 2007 | 4:00 – 7:00 PM | 8 HRS |
| | December 11, 12, 18, 20, 2007 | 4:00 – 7:00 PM | 16 HRS |
| City Mechanical Code | November 26, 28, 29, 2007 | 4:00 – 8:00 PM | 12 HRS |
| CPR & FIRST AID | January 29, 30, 2008 | 4:30 – 8:30 PM | 8 HRS |
| SHEET METAL MATH | February 4, 6, 7, 2008 | 4:30 – 8:30 PM | 12 HRS |

NOTICES

If you are planning on retiring within the next year and will not be 62 years old at the time of retirement, please be advised of the following significant changes to the National Pension Fund beginning **February 01, 2008:**

- ◆ *Early retirement penalties will be increased*
- ◆ *The Level Income Option will end*
- ◆ *There will also be other changes to the Plan which are necessary to bring the Fund into compliance with the Pension Reform Act of 2006.*

Visa/MasterCard/Debit Machine UPDATE...

At this time, after careful investigation and consideration into the fees that are involved in order to install a machine for members to pay their dues, initiation fees, etc., the Executive Board and Business Manager concur that the expense to the Local would not be in the best interest of the membership at this time.

A Word from the Legislative Director

By Scott Olson

SMART

Hello, I am the Arizona State Legislative Director for the United Transportation Union (UTU), your new Brother Union. I had the pleasure of meeting many of you at the last Union meeting in Phoenix.

All of us at UTU are excited about merging with your great Union. We know all about your great training programs and you're equally as great organizing program. The UTU is looking forward to being part of these programs in our new **Sheet Metal, Air, Railroad and Transportation (SMART) Union.**

My job as State Director is to get legislation passed in the State to make the job site safer so our members get home the same way they left for work that morning, in one piece. Also, we are ever vigilant to fight any anti-union or worker legislation that would adversely affect our members. I also interview all candidates for Federal

and State elected offices in order to recommend the top candidates to our membership for election. We also communicate to our members the names of those candidates who pose an anti-worker philosophy.

Our Union in Arizona is comprised of 5 locals that all have President's, Vice President's, Secretary/Treasurer's, as well as, delegates to the International Convention and Legislative Representatives (LR). Those LR's are called to a meeting every four years to elect a State Director. I have been honored by my Locals to have been elected since 1988 to that post.

We are very politically active in this State and in Washington, DC. We have our own PAC Fund called UTUPAC and it is nationally recognized as one of the top Union funds in the Nation expending over \$2 million per cycle to elect Pro-UTU candidates. This has helped us pass several National laws to help our membership, including lowering the age when members can begin

receiving a full pension, and safety laws that Railroads must comply with or face Federal fines and possible imprisonment of Railroad Officers for "Knowing and Willing" violations of those laws. We hope to help you become as politically active to achieve the same type of results when anti-worker laws and safety issues come up in Federal and State sources.

Together, we will make a very strong advocate for SMART members, providing a safer environment and increasing membership through your organizing techniques. We look forward to this association serving the betterment of all our members.



Scott Olson, Rebekah Friend, Executive Director AZ AFL-CIO, and Gerry Stewart



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

2007 Local Union Office Hours
7 A.M. to 4 P.M.
Dispatch Hours:
7-9 A.M. and 2-4 P.M

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Calendar of Events 2007

| Month | Date | Event | Time |
|-----------------|----------|---|---------------------|
| October | 09, 2007 | Tucson Retirees Meeting | 10:00 A.M. |
| | 09 | Tucson Union Meeting | 5:00 P.M. |
| | 11 | Phoenix Retirees Meeting | 10:00 A.M. |
| | 11 | Phoenix Union Meeting | 5:00 P.M. |
| | 20 | Wheels For Meals Poker Run | Saturday |
| November | TBA | Yuma Production Meeting | TBA |
| | 03, 2007 | Dad's Day Golf Tournament | Saturday |
| | 06 | Election Day | Tuesday |
| | 08 | Phoenix Retirees Meeting | 10:00 A.M. |
| | 08 | Phoenix Union Meeting | 5:00 P.M. |
| | 12 | Veterans Day Observed Holiday | Monday |
| | 13 | Tucson Retirees Meeting | 10:00 A.M. |
| | 13 | Tucson Union Meeting | 5:00 P.M. |
| December | 22-23 | Thanksgiving Day Holiday and Day After Thanksgiving Day Holiday | Thursday and Friday |
| | TBA | Yuma Production Meeting | TBA |
| | 01, 2007 | Free Flu Shots | 10:00 A.M. |
| January | 04 | Hanukkah | Tuesday |
| | 08 | Local Apprenticeship Contest | Saturday |
| | 11 | Tucson Retirees Meeting | 10:00 A.M. |
| | 11 | Tucson Union Meeting | 5:00 P.M. |
| | 13 | Phoenix Retirees Meeting | 10:00 A.M. |
| | 13 | Phoenix Union Meeting | 5:00 P.M. |
| | 21 | Christmas Tamale Party | noon |
| | 24-25 | Christmas Eve Holiday and Christmas Day | Monday and Tuesday |
| | 01, 2008 | New Year's Day Holiday | Tuesday |

| October 2007 | | | | | | |
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| S | M | T | W | T | F | S |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

| November 2007 | | | | | | |
|---------------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |

| December 2007 | | | | | | |
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| S | M | T | W | T | F | S |
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |