Southwest Pipe Trades
Organizing Plan

BUILDING AMERICA FOR OVER 100 YEARS
Mission Statement

To actively recruit all levels of skilled workers within the industry to fulfill the manpower needs both immediate and long term of our signatory contractor partners.

This program is designed to expand the pool of qualified workers and assist, train the less skilled workers while upholding the craftsmanship standards of the United Association and Contractors expect.
Southwest Pipe Trades Organizing Program Funding

1. Current Funding $0.08 cents per work hour
2. July 1, 2013 increase to $0.10 cents per work hour
3. July 1, 2014 increase to $0.15 cents per work hour
4. Beyond 2014 Southwest Pipe Trades Officers shall maintain adequate funding to insure the organizing program continues.

Recruitment Process

- The Southwest Pipe Trades Organizing Team will utilize all methods to reach out and contact all current workers of the industry regardless of skill level.

- The Southwest Pipe Trades Organizing Team will assist; educate the prospective recruit on the benefits of union membership.

- The Southwest Pipe Trades Organizing Team will interview, documenting their strengths and weaknesses so that the recruit may be placed in employment, appropriate for their current level of experience.
• The Southwest Pipe Trades Organizing Team will be responsible in assisting the recruit through the application process to assist in establishing the level of experience in the piping industry, through a Southwest Pipe Trades affiliated Local Union.

• The Southwest Pipe Trades Organizing Team will be responsible in assisting the recruit with *less* than five (5) years’ experience in the piping industry, with entry into an apprenticeship program through a Southwest Pipe Trades affiliated Local Union.

• Once the member application process has been completed, the Southwest Pipe Trades Organizing Team will then contact the Business Manager or Agent of that jurisdiction. At that time they will discuss the recruit skill set. The Business Manager or Agent will then assist the recruit in obtaining work with a signatory contractor partner within the Southwest Pipe Trades jurisdiction.

• If there is no demand for the recruit within the Southwest Pipe Trades jurisdiction, The Business Manager or Agent will then assist the recruit in obtaining work with a signatory contractor partner in
areas outside the Southwest Pipe Trades jurisdiction where there may be a shortage of manpower.

Qualifications for a Provisional Journeyman/Tradesman

1. The Provisional Journeyman shall have a minimum five (5) years’ experience in any trade related classification of the UA; but has not achieved all proper State license, endorsements or certification. This applicant will have 1 year to achieve the proper documents for the trade to which their membership applies. Failure to complete the process the member will be reclassified to Tradesman Status.

2. The Tradesman may have more or less than 5 years’ experience but is unable or need to upgrade to journeyman status. These individuals will be encouraged to upgrade and assisted to do so but will not be a required to. (Example: recruit has 20 years plumbing experience, a current state apprentice card, but does not have a High school diploma or GED. The individual can work at the trade but can’t obtain a State Journeyman examination).
Mission Statement

To actively recruit qualified welders to fulfill the manpower needs both immediate and long term of our signatory contractor partners.

This program is designed to expand the pool of qualified welders while upholding the craftsmanship standards of the United Association.
Recruitment Process

- The Southwest Pipe Trades Organizing Team will make contact with the welder.

- The Southwest Pipe Trades Organizing Team will educate the welders on the benefits of union membership.

- The Southwest Pipe Trades Organizing Team will examine the interested welders, documenting their strengths and weaknesses so that the interested welder may be placed in employment, appropriate for their current level of experience.

- The Southwest Pipe Trades Organizing Team will be responsible in assisting the interested welder thru the application process, proving five (5) years of experience welding in the piping industry, thru a Southwest Pipe Trades affiliated Local Union.

- The Southwest Pipe Trades Organizing Team will be responsible in assisting the interested welder with less than five (5) years’ experience in the piping
Recruitment Process (Cont.)

Industry enters into an apprenticeship program through a Southwest Pipe Trades affiliated Local Union.

- Once the application process has been completed, the Southwest Pipe Trades Organizing Team will then contact the Business Manager or Agent of that jurisdiction. At that time they will discuss the Provisional Journeyman’s skill set. The Business Manager or Agent will then assist the Provisional Journeyman in obtaining work with a signatory contractor partner within the Southwest Pipe Trades jurisdiction.

- If there is no demand for the Provisional Journeyman welder within the Southwest Pipe Trades jurisdiction, The Business Manager or Agent will then assist the Provisional Journeyman in obtaining work with a signatory contractor partner in areas outside the Southwest Pipe Trades jurisdiction where there may be a shortage of qualified welders.
Qualifications for a Provisional Journeyman

3. The interested welder shall have a minimum five (5) years’ experience welding in the piping industry.

4. The interested welder must successfully pass an evaluation (not a certification) on one (1) or more UA welding procedures, in a UA training center.

5. The Southwest Pipe Trades Organizing Team will be responsible for the evaluation of all qualification tests. It is strongly recommended to have the qualification test be administered by a UA certified Authorized Testing Representative.

- The interested welder who successfully passes the evaluation and possesses five (5) years experience in the piping industry shall be accepted into a Southwest Pipe Trades affiliated Local Union as a Provisional Journeyman and listed as a “BTJ Pipefitter Welder”, or in the case of entering into a straight line plumbing local as a “BTJ Plumber Welder.

Qualifications for a Provisional Journeyman (cont.)
• The Provisional BTJ Pipefitter Welder or Plumber Welder must agree and sign the “Supplementary Application for Welders”.

• The membership card for the “Provisional BTJ Pipefitter Welder or Plumber Welder” shall remain the property of the Local Union which accepts their application until the provisions in the “Supplementary Application for Welders” have been fulfilled.

• Once the provisions in the “Supplementary Application for Welders” have been fulfilled, the member shall no longer be considered a “Provisional BTJ Pipefitter Welder” or “Provisional BTJ Plumber Welder”. The “Provisional” title shall be dropped and the member shall be awarded his or her membership card, and all rights that accompany such membership card.

• The Business Managers, Business Agents and Dispatchers from all Local Unions in the Southwest Pipe Trades are strongly encouraged to assist the Southwest Pipe Trades Organizing Team in providing work for the “Provisional BTJ Pipefitter Welder” or “Provisional BTJ Plumber Welder”.
• Provisional BTJ Pipefitter Welders and Plumber Welders shall be paid in accordance with the Collective Bargaining Agreement in the Local Union where they are employed.

**Qualification for Non-Provisional Journeyman Pipefitter/Welder**

• The interested welder who successfully passes the evaluation and possesses five (5) years experience in the piping industry as a Pipefitter/Welder shall be accepted into a Southwest Pipe Trades affiliated Local Union as a Journeyman and listed as a “BTJ Pipefitter Welder”, or in the case of entering into a straight line plumbing local as a “BTJ Plumber Welder”.

• General President William P. Hite has said many times that “whoever controls the welders will control the work”. 
Supplementary Application for Welders
(SAMPLE)

Name: _____________________ _____________________ _____________________
           Last         First          Middle

SSN: _____-____-_____            Phone: (______) ______-__________

Address: ___________________________________________________________

City: ___________________     State: _____     Zip Code: _________

I, ______________________ hereby promise to complete the necessary supplementary instructional training, as required, to become a Building Trades Journeyman with Local Union No. xxx of the United Association of Journeyman and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada. I will complete One Hundred and Fourteen (114) hours of related instruction, within Twenty Four months of signing this agreement. If I am not able to complete the required supplementary instructional training within the allowed Twenty Four (24) months, and can satisfy the management of Local Union No. xxx that there is a valid reason why I did not complete the required supplementary instructional training, I will be granted an extension not to exceed Twelve (12) months. I also agree to, if necessary, pay the required fees to attend the supplementary instructional training. I also agree to remain current on all union dues and assessments.

___________________________       _______________________
Applicant Signature             Local xxx Management Signature

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Required Supplementary Instruction
(SAMPLE)

- UA Heritage and Standard for Excellence 16 hours
- OSHA 10 Hour Safety Certification 10 hours
- Pipefitting Lay-Out and Fabrication 32 hours
- Blueprint Reading and Isometric Drawing 32 hours
- Signal Person and Rigging Qualification 114 hours

- There will be a completion certificate awarded with the successful completion of each required block of supplementary instruction.

- It shall be the responsibility of the Provisional Journeyman to provide the certificates proving a successful completion of all of the required blocks to the management of Local Union No. XXX.

- The “Provisional” title shall be dropped from the membership roll call on the first day of the month immediately following proof of completion.
Southwest Pipe Trades Welder Recruitment Agreement

It is the duty of the Local Unions that make up the membership of the Southwest Pipe Trades to diligently protect the Plumbing and Pipefitting Industry in its jurisdiction.

It is common knowledge that our membership is declining due to the age of our workforce, a downturned economy and the constant attack by the Non-Union Contractors in our states.

The Business Managers of the Local Unions of the Southwest Pipe Trades do hereby promise to assist the Southwest Pipe Trades Organizing Team, in the recruitment, the qualification examination, application processing and placement of qualified “Provisional BTJ Pipefitter Welders” and “Provisional BTJ Plumber Welders”.

Signed this day the _____ of the month of ____________ in the year of _______.
Southwest Pipe Trades Welder Recruitment Agreement

Local Union No. 68 Houston, Texas

Local Union No. 142 San Antonio, Texas

Local Union No. 195 Beaumont, Texas

Local Union No. 286 Austin, Texas

Local Union No. 404 West Texas, Texas

Local Union No. 430 Tulsa, Oklahoma

Local Union No. 798 Tulsa, Oklahoma

Local Union No. 100 Dallas, Texas

Local Union No. 146 Fort Worth, Texas

Local Union No. 211 Houston, Texas

Local Union No. 344 Oklahoma City, Oklahoma

Local Union No. 412 Albuquerque, New Mexico

Local Union No. 529 Waco, Texas

Local Union No. 823 Harlingen, Texas