Business Manager’s Report

Keep the Best from 2015, Build in 2016!

As we approach the end of 2015 and begin to archive and process the end of the year activities involved in the operation of this local union, my attention starts to focus on the tasks ahead as we start to fill the calendar for 2016. One highlight will be the 39th UA Convention scheduled to convene in San Diego, California the morning of August 1, 2016. The UA Convention takes place once every five years, and requires each local to elect Delegates to attend the Convention and represent their local union membership. Nominations for Delegates will take place during the February 8, 2016 Union meeting. Election of Delegates will be held on March 12, 2016. The Official Convention Call contained in this publication (page 10) details the requirements of the UA Constitution governing the Convention. In addition, a letter will be sent to each member at least ten days prior to the established nomination date describing the Local 441 nomination process and election by secret ballot process.

Another important activity that will take place this spring is contract negotiations for three of the four zones, Topeka, Lawrence, and Wichita. The only issue that will be on the table is wage and benefits, unless both parties agree to include other parts of the Collective Bargaining Agreement (CBA). The language in our current CBA does not expire until June 1, 2023. It is required that letters go out to the various contractor groups notifying them of the Locals desire to open negotiations a minimum of sixty days prior to the expiration of the current agreement. The membership will be informed as to the progress of the negotiations in each zone as it becomes available.

MINK Pipe Trades Conference Raised $12,000 for the American Diabetes Association

At this year’s MINK Pipe Trades Convention held at Lake of the Ozarks, Missouri, there was a special effort to raise money to find a cure for diabetes. Diabetes has touched many of our lives, just as it has Local 441 Dispatcher Bill Urton. His daughter was diagnosed at the young age of 11 with type 1 juvenile diabetes. She is now 30, married and the mother of three. In the spring of 2014, Jake, the youngest of her children, was also diagnosed with type 1 diabetes at age 3.

Bill’s wife, Micki, came up with the idea to get T-shirts from all the MINK Locals and have a quilt made and then raffle it off at the 2015 MINK Pipe Trades Convention with all proceeds going to the fight to cure diabetes. Thus the yearlong task started. After all the shirts were acquired a friend and neighbor graciously donated her time to make the quilt.

The quilt was displayed at the convention with raffle tickets sold throughout the week. MINK Pipe Trades Financial Secretary, Mark McCarty, Business Manager Springfield LU 178, held the basket and Jake, with a big smile, drew the winning ticket.

Retired Brother Tom Fischer, from Saint Louis LU 562, won the quilt and donated it to LU 562, which will be displayed at their Hall.

Over $12,000 was raised to help find a cure for diabetes!
Employment Dispatch

Hello Brothers and Sisters,

I hope everyone had a good Thanksgiving. Unfortunately work is slow in some areas in our Local. The Manhattan, Topeka, and Lawrence area is very slow and most likely won’t pick up until closer to spring. That being said, the rest of next year looks very good. Day & Zimmermann will start hiring around March and will peak at 40 for each shift. To date the Mars plant addition has still not been awarded.

Over the last year, Southeast Kansas manhours have been above normal and several of the members have been able to work at home on the Riverston project. Thanks to everyone that worked on the project. It was a huge success for Azco and Local 441. There will be a few projects for our contractors to bid and hopefully get, but the manhours will most likely be substantially lower in 2016.

The Wichita area is holding its own. The commercial work is steady as well as the industrial work. Shambaugh & Sons was awarded the new Dairy Plant in Garden City. It is a 20 month project that will peak at around 60. Hiring should start in mid-January.

Work on the road is spotty. Our sister locals have helped us tremendously. Omaha, Des Moines, Cedar Rapids, Kansas City, St. Joseph have all helped us out. We have excellent relations with our Sister Locals and we all help each other when the work slows down in our locals.

Enjoy the upcoming Holidays with your family and be safe!

Fraternally,

Bill Urton (316) 265-4291
Business Representative/Dispatcher

Manhattan/Fort Riley Area

Dear Brothers and Sisters,

Numerous construction projects are occurring in the area, but work for us remains a little slow. The largest project in the area is NAF at Manhattan, Ks. We have talked about and pursued this project for over five years and it is finally happening. The Central Utility Plant is complete and work on the main facility has begun.

Members continue to ask what NAF is, so here is a brief summary. According to U.S Department of Homeland Security: The National Bio and Agro-Defense Facility (NBAF) will be a state-of-the-art, biocontainment laboratory for the study of diseases that threaten both America’s animal agricultural industry and public health. The NBAF will strengthen our nation’s ability to conduct research, develop vaccines, diagnose emerging diseases, and train veterinarians.

The $1.25 billion dollar facility will be the nation’s only large-animal biosafety Level 4 lab — a designation that means the facility will be able to safely handle pathogens that do not currently have treatments or countermeasures. The facility may require five years to construct. The MCMjV website shows the project will require 4,000,000 manhours. That averages out to 385 people working five years, or one person working 1,925 years.

Everyone have a safe and Happy New Year!

Fraternally,

Phil Petty (785) 640-6151
Organizer/Business Representative

Peaslee Tech Named in Honor of Former Union Leader

Dwayne Peaslee served as Business Manager of former Local 763 in Lawrence, Kansas during the late 1980s through 1994. Dwayne continued to remain active in his community, especially in the area of apprenticeship training and the promotion of technical training as a viable alternative to college as a career option.

Brother Peaslee served on the Kansas State Apprenticeship Board for several years and was instrumental in establishing the high standards that are expected through state certified apprentice programs as our own.

Because of all the involvement and commitment illustrated by Brother Peaslee, the community leaders of Lawrence dedicated their new Technical Training Center in honor of Dwayne Peaslee and further honored Brother Peaslee by officially naming the training center after him.

Plumbing Board Awards

Jerry Short and Eric Vail received plaques for their many years of service on the Sedgwick County/Wichita Board of Appeals of Plumbers and Gasfitters.

The awards were presented by plumbing supervisor Beau Means during the September 30 meeting.
Kansas Direct Pipeline

Topeka/Lawrence Area
Greetings Brothers and Sisters of Local 441,

As too many of us know, work is down in Northeast Kansas this fall and into the winter months. This spring should be better as work at Jeffrey Energy Center (Coal Pipe outage) will get going. Reminder: Powersafe is required to work on Westar sites. Let the Training Department know if you need re-certified. Westar and D&Z are also requiring Rigging/Signalperson qualification to do any rigging on site.

MARS Topeka Expansion will get started in late January or early February, with August of 2016 as the finish date. Stormont Vail is finishing up two outlying clinics and is on track for another on the south side of Topeka. Washburn University has the Dining and Dorm project underway and is slated to be finished in August of 2016. We are tracking school projects as they come up.

Kansas University has two jobs winding down right now, the DeBruce Center and The School of Business. KU has announced a $350,000,000 Central District Redevelopment Plan that was approved by the State Board of Regents. Here’s a partial list of projects; Integrated Science Building, Residence Hall and Dining, Central Utility Plant and a New Student Union.

Merry Christmas and a Happy New Year to all of my 441 Brothers and Sisters! Please lend a hand or some cash to your favorite Charity, there are many that need our support. If any are aware of a member that needs a hand, please let me know.

Fraternally yours,
Rick Salver (785) 354-8539
Topeka/Lawrence Business Representative
2132 S Kansas Ave, Topeka, KS  66611

Frontenac Area
Dear Brothers and Sisters:

It’s been a great year in Southeast Kansas (SEK). Better yet, it’s been a great three years! It is hard to believe that we have been working on the Riverton Project for three years this past November. At the very first pre-job meeting with Azco and Burns and Mac, we discussed manpower, safety and craftsmanship. Therefore, the job was completed without any issues. Supervisors from Burns and McDonnell, Empire and Azco commented they wish “all jobs would go this smoothly.”

It is a pleasure to report 500,000 manhours of non-recordable accidents has been accomplished which was a big goal to meet. As we finish the steam blow down, we should see a small lay-off this year and keep a small crew for startup. I wish the future work at Riverton could start now, but as we all know the process has to start from the beginning of tearing down the old power house and the bidding of future work for Empire. We have always worked well with Empire and will continue to do so, with the great craftsmen from 441. I would like to extend a huge “THANK YOU” to all of you who have made this job so easy.

Work in 2016 includes:

- Richland Mechanical has secured the work in Baxter Springs with Tank Connection for 2016
- The Fort Scott School projects with Nabholz will bid mid-December
- The Kansas Crossing Casino Project in Pittsburg has chosen McPherson as the general contractor, the lawsuit will be dropped and will be accepting bids early 2016
- USD 250 (Pittsburg) School Bond will come to a vote just after the first of the year
- As everyone knows by now, Logan and Company has been purchased by a longtime friend and member of Local 441. Logan and Company will continue to secure work in the Coffeyville refinery area and within the State of Kansas.

As always, if you have any questions or comments, please contact me.

I would like to wish you and yours a very Merry Christmas and a Happy and Safe New Year!

Fraternally Yours,

Mike Wolownik (620) 231-4280
Frontenac Business Representative – Zone 1B

Visit YOUR Union Website: www.UA441.org!
Frontenac Picnic
TOPEKA-LAWRENCE Picnic
[Business Managers Report, cont’d from page 1]

As President of the State Building Trades, I had the privilege of attending the North American Building Trades Unions National Energy Summit this past November. The perceived impact the new Clean Power Plan (CPP) is expected to have on the Building Trades was the topic. As many of you have probably heard, the CPP is a new EPA regulation that was announced earlier this year expanding the control of greenhouse gas emissions associated with fossil fuel power plants. This is a very complex rule consisting of over 1600 pages.

In a 5-4 US Supreme Court ruling on 2007 Massachusetts vs. EPA, it was decided carbon dioxide (CO2) and other greenhouse gases are to be treated as pollutants. It was stated by one of the speakers at the summit that this rule will fundamentally change the way this country produces electricity. This rule requires that each state reduce its CO2 emissions by 32% based on 2005 averages. Compliance with this rule begins in 2022, with the full 32% reduction being met by 2030 through a series of steps. Each state must submit a plan on how they anticipate accomplishing this by Fall 2016. So far, 22 states have filed a lawsuit against the Federal Government charging that the EPA has overstepped their bounds.

There is no denying that these regulations surrounding greenhouse gases and other pollutants have actually created work for our industry through compliance but, in my opinion, only for the short term. The impact that this rule is having on this sector of our industrial work is and will continue to be devastating. In 2009, there were 523 coal plants operating in the U.S. Today that number is 323, 40% of the active coal plants have been shut down since 2009. Not to mention the fact that zero new coal plants have been built, including, as we all know too well, the expansion to the Holcomb Plant in our own backyard.

Further impacting Kansas, Westar has announced that one unit at Tecumseh Power Plant and one unit at Lawrence Energy Center will be shut down by the end of the year, along with the total closing of the natural gas fired plant located in Hutchinson. It is anticipated that for many of the states to achieve compliance with this new rule, the only solution will be to shut down additional coal plants.

One potentially huge positive outcome could be the resurgent of nuclear power plants due to the fact that they have zero greenhouse gas emissions, although there are obviously other concerns that the EPA has centered around nuclear energy. No doubt wind, solar, geothermal, biofuel, and hydroelectric will be on the table.

The National Building Trades plans to have additional meetings throughout the early months of 2016 to help prepare building trades groups to be active participants in their own state’s planning as this process moves forward. On a final note, I can’t help but donate a little of this article to say a few words about our newly remodeled training center. There is much to be proud of involving our training program and I would like to take this opportunity to thank everyone associated with it. Annually we spend more than $1.5 million toward training, in addition to what the UA provides in the form of grants. I doubt if any of our competitors make that kind of an investment in training.

Our continued edge over the non-union really comes down to three major things: competency through superior training...being the most competitive in the market...and having a commitment to excellence at every level at all times. Investing in training to provide a highly skilled future workforce that is qualified and prepared is nothing new to Local 441 and is a crucial part of what we have to offer to our signatory contractors. But we can’t let ourselves become complacent. As mentioned above, the changes that will be affecting the power generation industry just adds to the ever-evolving aspects of our trade related to technological advancements. This is one of the many reasons we need to continue to take our training program to the next level.

We must prepare ourselves to take on this new challenge by continuing to improve ourselves as quality craftsmen. Take advantage of our training centers to sharpen your skills. Make sure your licenses and certifications are current. Pass on your knowledge to others and offer a helping hand when needed. This is what the UA was built on, always striving to train ourselves and others to be the best we can be. Our membership is growing with quality people. We train for the future every day of the week. I have no doubt that Local 441 members will step up to every challenge in the future.

To each member, enjoy the holidays and spend quality time with your family and friends. Reach out to those who are less fortunate and may you and your family be blessed throughout the new year.

Michael J. Magennis, Training Director

Training

We’ve been enjoying our newly remodeled facility since the start of this school year. There are many personal touches around the building displaying the craftsmanship of our apprentices. The first thing you’ll notice is our 30 foot stainless steel flagpole comprised of various aspects of our trade, including bent tubing in the shape of Kansas. Another large undertaking is fencing and gates, also done by our apprentices. In November we held an open house and had a ribbon cutting ceremony to officially open the facility. Many contractors and elected state and local officials were in attendance. The Mayor spoke and his message reiterated the importance and the necessity of our skilled trade.

By the end of the year, we will have had 126 hours of continuing education in the Topeka/Lawrence area and 96 hours of continuing education training in the Wichita area. We hold these classes in the evening as a benefit to our journeyman members as they allow you to attend necessary continuing education training and not miss traditional working hours. If you have not taken advantage of any of these opportunities, you will need to call the training center to find when specific code classes will occur. These classes are part of our apprenticeship curriculum and taught during the day. Please plan accordingly.

We have UA weld testing scheduled every Friday at the Wichita Training Center and as needed, on Saturdays, at the Topeka and Frontenac Training Centers; if you are interested or need to keep up your certification, please call the training center to schedule.

The sale of the Lawrence property should close by the end of the year. The membership approved the money from the sale be contributed to the remodel of the Topeka facility. Plans are underway to start the remodel by Spring 2016.

Remember that you, as journeymen, set an example every day for our apprentices with your work ethic and your attitude. Merry Christmas and a Happy New Year to all the members and their families!

Michael J. Magennis, Training Director

Swearing-In

New journeymen members as well as the new apprentice class of 2015 was sworn in during the membership meeting on October 12, 2015. Our video technology allowed members from across the state to participate simultaneously in this ceremony.

To each member, enjoy the holidays and spend quality time with your family and friends. Reach out to those who are less fortunate and may you and your family be blessed throughout the new year.
Be at war with your vices, at peace with your neighbors, and let every new year find you a better man.

**HOLIDAY SCHEDULE**

(All zones unless noted otherwise.)

- **Thursday, December 24th**
  - Christmas Eve Holiday
    - Zones IB, IIA, IIB

- **Friday, December 25th**
  - Christmas Day Holiday

- **Friday, January 1st, 2016**
  - New Year’s Day Holiday

- **Monday, May 30th**
  - Memorial Day Holiday

- **Monday, July 4th**
  - Independence Day Holiday

- **Monday, September 5th**
  - Labor Day Holiday

- **Thursday, November 24th**
  - Thanksgiving Day Holiday

- **Friday, November 25th**
  - Day After Thanksgiving Holiday

- **Saturday, December 24th**
  - Christmas Eve Holiday (Zones IB, IIA, IIB)

- **Monday, December 26th (observed)**
  - Christmas Holiday

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**OFFICE NOTES!!!**

2015 COURTESY TAX INFORMATION

Local #441 office staff will be mailing you information about 2015 dues, work assessment, etc. paid by you to Local #441 for tax purposes. This is a courtesy provided by your Local Union and is NOT A LEGAL DOCUMENT. December 2015 remittance reports must be received from all contractors prior to these documents being prepared. Remittance reports are not due by contractors until mid-January. Office staff will endeavor to process these remittance reports as quickly as received in order to provide this information for 441 members.

EMPLOYEE CONTRIBUTIONS TO THE PPI RETIREMENT FUND

If you wish to begin self-contributing to the PPI Retirement Fund of Kansas, contact either the Plan Administrator or the Union Office and we will send you an Elective Contribution Changes Form. The Election period is from January 1 through Jan. 15. The change will be effective as of your employer’s first payroll period in February. **DO NOT GIVE YOUR ELECTION FORM TO YOUR EMPLOYER.** Changes will not be effective until your Election Form is received in the Plan Administrator’s office, or at the Union office. Elections postmarked after January 15 will not meet this deadline and will be rejected. You may, at any time, reduce your elective contribution rate to zero by again completing a new Elective Contribution Changes Form. Should any of the foregoing conflict with the actual documents which govern the Plan, the Plan Documents will prevail.

2016 MEMBER DUES

At the 2011 UA Convention, per capita adjustments were made through 2015. No per capita adjustment was made for 2016, so member dues will remain the same for 2016.
Wichita Area Picnic
OFFICIAL CONVENTION CALL

TO ALL OFFICERS AND MEMBERS OF UNITED ASSOCIATION LOCAL UNIONS AND STATE OR PROVINCIAL ASSOCIATIONS

Dear Brothers and Sisters:

In accordance with Section 11 of the United Association Constitution, we, your General Officers, hereby issue the call for the Thirty-Ninth Convention of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, AFL-CIO, to convene Monday morning, August 1, 2016, at 8:00 a.m. in the San Diego Convention Center, San Diego, California.

Local Unions and State or Provincial Associations shall proceed to elect delegates and alternates in accordance with the provisions of the United Association Constitution governing this all-important subject. Among the provisions of the United Association covering the convention and election of delegates are those listed below:

SEC. 11. Regular conventions of the United Association shall be held once every five (5) years. The date, time and place for holding the convention shall be set and established by the General Executive Board. The General Secretary-Treasurer shall notify all Local Unions as to the city designated where the convention will be held and the date the convention will open.

SEC. 12. The basis of representation of delegates to each convention shall be one (1) delegate for each Local Union, provided that said Local Union shall not have less than twenty (20) members in good standing during the fifth full month [March 2016] immediately preceding the month in which the convention is to be held, and one (1) delegate for each additional one hundred (100) members. A Local Union, whether a Building and Construction Trades Local Union, or a Metal Trades Local Union, or a combination Local Union, having less than twenty (20) members in good standing during the fifth full month [March 2016] immediately preceding the month in which the convention is to be held may combine with the nearest Local Union and if such Local Unions together have not less than twenty (20) members in good standing during the fifth full month [March 2016] immediately preceding the month in which the convention is to be held, they shall be entitled to one (1) delegate together. No Local Union shall be entitled to representation at conventions of the United Association until it has been affiliated for at least one year previous to the convention.

SEC. 15. All delegates to the convention shall be elected by secret ballot. Nominations of delegates shall be held by a Local Union at least twenty-five (25) days prior to the election. At least ten (10) days prior to the nomination meeting, notice shall be mailed to the last known address of all members in good standing of the Local Union setting forth (1) the date and place of the nomination meeting, and stating that delegates to a convention will be nominated at the meeting; (2) the notice shall also state the date, time and place of the secret ballot election of delegates to the convention; and (3) the notice should state also that in the event of a tie vote and a runoff election is necessary, then the date, time and place of the runoff shall be so stated.

Protests of an election of delegates to the United Association Convention shall be processed under the provisions of Section 125 of this Constitution.

SEC. 16. The candidate or candidates receiving the highest number of votes in the delegate election shall be declared the elected delegate or delegates. The candidates receiving the next highest votes shall be the alternates, by descending numerical order, and shall act in the case of the inability of any regular delegate to attend the convention.

SEC. 17. No member shall be eligible as a delegate or alternate unless he shall have been a good standing member of the Local Union which he is to represent for at least the two (2) continuous years previous to his election and he remains in good standing from the date of his election through the period of the convention.

SEC. 18. The duties of weekly salaried elected officers of Local Unions shall also include serving as a delegate to the United Association Convention for his Local Union.

Note: The interpretation of this section shall not mean that all weekly salaried officers are automatically delegates to the United Association Convention if the number of weekly salaried elected officers in a given Local Union exceeds the number of delegates the Local Union is entitled to as defined in Section 12.

SEC. 21. Each delegate shall be entitled to one (1) vote (this to include State and Provincial Association and District Council delegates also).

SEC. 23. The expenses of delegates of the United Association Convention shall be defrayed from the Convention Fund of the United Association upon the following basis: each delegate shall be paid the standard rate of wages in his home town, and an expense allowance for the maximum of one (1) day’s travel to the convention site, for a maximum of one (1) day’s travel from the convention site to his home, and for each day the convention is in session. Each delegate shall also be paid his round trip transportation based on regular coach air fare from the city where his home Local Union is located to the convention site by the shortest route. The expense allowance shall be $150.00 per day. In the event any portion of the expense allowance or transportation allowance is not expended it shall be considered as compensation.

Delegates must reach San Diego, California, in time for the opening of the Convention on Monday, August 1, 2016, at 8:00 a.m.

The delegates are requested to bring to the convention their individual dues card, Social Security or Social Insurance card, and a driver’s license or photo ID.

Fraternally submitted,

William P. Hite
General President
Mark McManus
General Secretary-Treasurer

Visit YOUR website: www.UA441.org
**PARTICIPANT NOTICE**

**November 25, 2015**

To: All Plan Participants and Dependents  
Plumbing and Pipefitting Industry Health and Welfare Plan of Kansas  

This Participant Notice will advise you of certain material modifications that have been made to the Plumbing and Pipefitting Industry Health and Welfare Plan of Kansas. This information is **VERY IMPORTANT** to you and your dependents. Please take the time to read it carefully.

**NEW SERVICES WITH CIGNA EFFECTIVE JANUARY 1, 2016:**

- **MEDICAL PLAN PPO NETWORK**
- **MEDICAL CLAIMS ADMINISTRATOR**
- **UTILIZATION MANAGEMENT PROGRAM**
- **PRESCRIPTION DRUG PROGRAM**
- **BEHAVIORAL HEALTH PROGRAM**

As your Trustees, it is our obligation to make sure that we make changes necessary to manage our Plan’s costs. To that end, the Trustees have made changes that are intended to better manage rising health care costs and, at the same time, add program features that improve our Participants’ health. This letter provides a high level summary of the changes. You will receive additional information about these changes in the near future.

Beginning January 1, 2016, the Plan will partner with Cigna using the Cigna Preferred Provider Organization (PPO) network (replacing the BlueCross BlueShield of Kansas network). The Cigna PPO network includes more than one million provider locations nationwide and access to over 4,665 Primary Care Physicians, 15,294 specialists, and 155 hospitals across the state of Kansas - which brings greater savings to the Plan without compromising your access to quality in-network providers.

The Cigna network is comprised of most of the same doctors and facilities that participate in the current BlueCross BlueShield of Kansas network. Therefore, the doctor you see now is probably a Cigna provider, but we encourage you to always check before receiving services. To locate a Cigna provider, visit Cigna's website at: www.cigna.com.

The Trustees’ decision to change to Cigna was not entered into lightly. We took this action only after almost two years of due diligence and many hours of consultation with Plan professionals and other sister funds who are working with Cigna. We also did a provider match study and found an almost 97% provider match, so there should be little or no disruption in the medical providers you currently use.

Keep in mind that the Plan itself is not changing. You will continue to receive the same medical benefits in 2016 that you receive today. As explained below, we are only changing the Plan’s claims administrator and network provider.

In addition, beginning January 1, 2016, Cigna will replace Prime Therapeutics as the pharmacy network for prescription drugs. Cigna’s pharmacy network includes over 62,000 retail pharmacies nationwide including all of the major national pharmacy chains. To view the list of network pharmacies, visit Cigna’s web site at: www.cigna.com. You will also have access to Cigna Home Delivery Pharmacy, designed especially for individuals who take prescription medications on a regular basis such as those used for diabetes, asthma, heart conditions, high blood pressure and more. (This option will not be implemented until 2017 to make this a seamless transition)

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**This chart summarizes services that will be provided by Cigna on and after January 1, 2016:**

<table>
<thead>
<tr>
<th>Type of Service</th>
<th>Name of Current Network</th>
<th>Is Network Changing?</th>
</tr>
</thead>
<tbody>
<tr>
<td>PPO Network for the Medical Plan</td>
<td>BlueCross BlueShield of Kansas</td>
<td>YES, changing to the Cigna PPO network</td>
</tr>
<tr>
<td>Medical Claims Administrator (e.g. claims forms, medical claims &amp; appeals, plan benefit information)</td>
<td>BlueCross BlueShield of Kansas</td>
<td>YES, to Cigna</td>
</tr>
<tr>
<td>Prescription Drug Program (In-network outpatient Retail and Mail Order drugs)</td>
<td>Prime Therapeutics</td>
<td>YES, to Cigna</td>
</tr>
<tr>
<td>Utilization Management Program (Precertification and Case Management services)</td>
<td>BlueCross BlueShield of Kansas</td>
<td>YES, to Cigna</td>
</tr>
<tr>
<td>In-network Mental Health and Substance Abuse Providers</td>
<td>BlueCross BlueShield of Kansas</td>
<td>YES, to Cigna</td>
</tr>
</tbody>
</table>

**This chart summarizes the services that will not be changing:**

<table>
<thead>
<tr>
<th>Type of Service</th>
<th>Name</th>
<th>Changing?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Office (Eligibility for coverage, weekly disability benefits)</td>
<td>Fund Office</td>
<td>No change</td>
</tr>
<tr>
<td>Dental Plan</td>
<td>Delta Dental</td>
<td>No change</td>
</tr>
<tr>
<td>COBRA Administrator</td>
<td>Fund Office</td>
<td>No change</td>
</tr>
<tr>
<td>Death Benefits &amp; AD&amp;D Benefits</td>
<td>Fund Office</td>
<td>No change</td>
</tr>
</tbody>
</table>

The change to Cigna will also provide for new additional benefits and programs to help you manage your health, such as:

- 24 Hour Health Information Nurse Line  
- Health Advocates  
- Additional Wellness Programs  
- Cigna Healthy Babies  
- Cigna Healthy Rewards

We know that you may have questions about this change. We have set up a Pre-Enrollment Line to help answer your questions before the January 1, 2016 effective date. Please call 800-564-7642 to speak with a knowledgeable specialist for:

- Help finding participating doctors and other health care professionals  
- Comparisons of all Cigna products and resources available to you

**This service is limited to providing information only. Enrollment or eligibility questions cannot be answered by the Cigna Pre-Enrollment Line.**

If you have any questions **after January 1, 2016**, please contact Cigna at 800-244-6224 or, if they are unable to answer your questions, please contact the Fund Office at 800-423-6517.

Sincerely,

Board of Trustees

Receipt of this Notice does not constitute a determination of your eligibility for benefits under the Plan. If you wish to verify eligibility, or if you have any questions regarding this Plan change, please contact the Fund Office. In accordance with ERISA reporting requirements, this document serves as your Summary of Material Modifications to the Plan and we are advising you of Plan changes.

Be at war with your vices, at peace with your neighbors, and let every new year find you a better man.
LU 441 Open House

After many months of banging hammers, buzzing saws, whirring drills and general chaos, the renovation of LU 441’s new offices and training facilities is finally complete. A ribbon-cutting ceremony on Nov. 11 allowed contractors, vendors, local officeholders, union members and chamber representatives to see the results.

Visitors were able to tour the 20,000-square-foot building and learn about the layout, equipment and resources available to educate and support current members and upcoming classes. The total cost of the renovation was $600,000 and was paid for without an increase in work assessments or training contributions.

“Our number one priority is training the best work force possible for our contractors,” said Richard Taylor, Business Manager for LU 441. “We are accountable for improved safety, elimination of rework and increased productivity,... helping to make our contractors successful in this competitive market.”

Pointing out the current trainees in attendance, Taylor added, “For the first time in more than a generation, apprenticeship is being recognized for what it is — a pathway to a lucrative, secure and rewarding career.”