Business Manager’s Report

Keep Moving Forward

The results of the November general election were not what we had anticipated. There were many races for the various state and local offices won by candidates that don’t necessarily favor labor and the working class, but Paul Davis’ narrow defeat by Sam Brownback for Governor was a huge disappointment for me and I am sure for many of you. Being a Democrat in Kansas and fighting for the values that give our membership as a whole the best opportunity to succeed in our industry is tough.

The odds are against us, but this is a fight we can never turn away from. Politics affect each and every aspect of our industry. Very seldom does a project come along that is not somehow connected to politics. It affects our benefits, unemployment, workers compensation, safety on the job site, and even how our union dues are paid. We have to be involved and will continue to be a voice for labor.

Thank you to all the members who stepped up and helped with the various campaigns in their areas and statewide. I want to extend a special thank you to General President Bill Hite for the support the UA provided to Kansas during this election cycle. Also, I would like to recognize Kansas City Pipefitters Local 533 and their Business Manager Scott Grandon. Without exception, any time I contacted Scott to strategize about the elections or to seek his help he responded with unwavering support. I consider Scott a close friend and that stems from Local 441’s and Local 533’s working relationship. There is mutual benefit gained from the potential strengths and influences available when working together.

Recent LU 441 Events

This issue highlights four main events that now take place each year with Local 441. The events include the graduation ceremony for Fifth Year Apprentices who are advancing to Journeymen status, a banquet honoring Local 441 Retirees, our annual picnics for all Members, and our third annual UA Scholarship Golf outing. You will find many pictures in the following pages showcasing and documenting these events. Each of these events is special and illustrates what makes the United Association and Local Union 441 successful as a labor organization.

The Apprentice graduation is a symbol of our dedication and the importance we put on training. We are a craft union that passes on a craft or skills that require a high level of training, knowledge, and expertise. This is what sets us apart from the non-union and it is these learned skills that benefit our signatory contractors and help to make them competitive in today’s market.

UA Benefit Golf Tournament a Success

Gary Eaves, Roy Harr, Jason Buffalohead, and Andrew Rhea (l-r) were the top team at the Third Annual Local 441 Kansas Golf Tournament on August 16, 2014 in Topeka, KS. The event netted $3,292.80 for the UA Scholarship Fund. Dan McCulloch (second from right) organized the event and Richard Taylor (far right) is Business Manager of UA441.
I would like to thank all of our 441 members who helped with Brother Tim Bouton’s wheelchair ramp. As many of you know, Tim was involved in a truck vs. pedestrian accident in September (he was the pedestrian). The guys gave up a couple of evenings and a Saturday morning to help with this project.

Thank you to Tom Wilson, Daryl Briggs, Jake Jones, Steve DeCamp, Marty Herold, Ricardo Cortez and Ron Cramer for your help!

Many thanks to all of Local 441 for pitching in with some cash—this really helped Tim get his prescriptions started. Stuff like this should make all of us proud to be members of 441!

Work in the area is just okay right now. We have some projects winding down at KU, but the School of Business and DeBruce Center should get going this Fall.

In the Topeka area, we have work at Washburn, the KBI Lab, and Morgan Hall. Stormont Vail is starting their Ortho Clinic/Surgery Center on the old State Hospital grounds. Work continues at Jeffrey Energy Center with P1 and D&ZNPS doing most of the work.

P1 has a project at Wolf Creek that should hire a bunch of welders. After 30 years we finally have a local union contractor doing the bulk of the work at this plant.

Just as a reminder, we are having CEU classes and Powersafe testing at the Topeka Training Center. Please call the Apprenticeship office (316-267-8508) to reserve your spot for CEUs.

If you are dispatched to any WESTAR sites and don’t have your Powersafe card, let Brother Urton know and Bill and I will get you taken care of.

Fraternally yours,

Rick Salyer  (785) 354-8539
Topeka/Lawrence Business Representative
2132 S Kansas Ave, Topeka, KS 66611
George Randy Basco, 49, died Sept. 20, 2014. Most recently of Alexandria, La. Member in good standing for 24 years.

Kyle Hadden, 77, died November 14, 2014. Most recently of Topeka, Ks. Member in good standing for 53 years.

Michael A. Hamm, 37, died Sept. 8, 2014. Most recently of Kansas City, Ks. Member in good standing for 56 years.

Donald E. Hammett, died Sept. 28, 2014. Most recently of Lawrence, Ks. Member in good standing for 62 years.

Thomas “Tom” H. Likes, 82, died November 14, 2014. Most recently of Wamego, Ks. Member in good standing for 71 years.

James “Pete” D. Peterson, 92, died Feb. 24, 2013. Most recently of Dunnellon, Fl. Member in good standing for 53 years.

Ralph W. Parks, 92, died Feb. 24, 2013. Most recently of Dunnellon, Fl. Member in good standing for 53 years.

James “Pete” D. Peterson, 92, died July 12, 2014. Most recently of Wichita, Ks. Member in good standing for 63 years.

Donald L. Shaw, 82, died November 7, 2014. Most recently of Topeka, Ks. Member in good standing for 58 years.

NOTICES OF MEMORIALS

In Memoriam

Wishing you a joyous holiday season and health, happiness and peace throughout the New Year!
Employment Dispatch

Hello Brothers and Sisters,

**Work Outlook**

We have had another good year and were able to take in record numbers of 1st year apprentices. Because of that, our training department is very cramped for space and needs to expand.

The only financially reasonable way to expand is with some renovation to the current facility in Wichita and Topeka. We will keep the membership informed at the monthly meeting. I would appreciate the membership's support so we can take the apprentice training to the next level. Training is our backbone and what separates us from the non-union.

We are in a little bit of a lull right now, but I expect work to pick up after the first of the year.

P1 Group will be taking welders and fitters for Wolf Creek and the Riverton project will be manning up. On the commercial side the contractors are bidding a lot of work and I expect it to pick up too.

As a reminder, any time you are laid off, do not rely on the contractor to notify the hall. Even though it is contractual for the contractor to send in termination slips, they may not do it for a week or more and you could miss a call out if I don't know you have been laid off.

Fraternally,

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

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**AFL-CIO Executive Council Recommits to Robust Campaign Around Raising Wages**

The AFL-CIO Executive Council met on Nov. 7 to discuss the midterm elections and outline next steps. Despite some disappointing political results for millions of union members and working families, the elections highlighted that the vast majority of Americans want an economy that works for everyone.

The council recommitted to going forward on national and local agendas around raising wages for all America’s workers.

The Executive Council discussed preparations for legislation focused on trade, immigration, taxes, NLRB nominations and other issues.

The council also addressed the upcoming Raising Wages Summit that will be hosted by the AFL-CIO in January of 2015. The summit will aim to hold all 2016 candidates accountable for improving the lives of working families and will lay the groundwork for state and local legislative campaigns in 2015.

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**New Dues Rates**

NOTE: At the UA Convention in August 2011, it was approved that the per capita for the UA would increase. Effective January 1, 2014, in accordance with the UA Constitution, your monthly dues will increase from $27.00 per month to $28.00 for journeyman members. Retiree dues also increase as detailed below. See chart below for more information.

| Journeyman-Building Trades* | $28.00 | $29.00 |
| Journeyman-Metal Trades* | $24.00 | $25.00 |
| Tradesman* | $24.00 | $25.00 |
| Apprentices* | $24.00 | $25.00 |

| Retired Members Who Are NOT 65 |
| Retiree-Building Trades* | $24.00 | $25.00 |
| Retiree-Metal Trades* | $23.00 | $24.00 |

| Retired Members Who Reach Age 65 Between January 1, 2015 and December 31, 2015 Effective the Month Following Their 65th Birthday |
| Retiree-Building Trades* | $24.00 | $25.00 |
| Retiree-Metal Trades* | $23.00 | $24.00 |

| Retired Members Who Reach Age 65 Between January 1, 2014 and December 31, 2014 Effective the Month Following Their 65th Birthday |
| Retiree-Building Trades* | $24.00 | $24.00 |
| Retiree-Metal Trades* | $23.00 | $23.00 |

| Retired Members Who Reach Age 65 Between January 1, 2013 and December 31, 2013 Effective the Month Following Their 65th Birthday |
| Retiree-Building Trades* | $23.00 | $23.00 |
| Retiree-Metal Trades* | $22.00 | $22.00 |

| Retired Members Who Reach Age 65 Between January 1, 2012 and December 31, 2012 Effective the Month Following Their 65th Birthday |
| Retiree-Building Trades* | $22.00 | $22.00 |
| Retiree-Metal Trades* | $21.00 | $21.00 |

| Retired Members Who Reach Age 65 Between January 1, 2007 and December 31, 2011 Effective the Month Following Their 65th Birthday |
| Retiree-Building Trades* | $20.00 | $20.00 |
| Retiree-Metal Trades* | $19.00 | $19.00 |

| Retired Members Who Reached Age 65 Between January 1, 2002 and December 31, 2006 |
| Retiree-Building Trades | $19.00 | $19.00 |
| Retiree-Metal Trades | $18.00 | $18.00 |

| Retired Members Who Reached Age 65 On Or Before December 31, 2001 |
| Retiree-Building Trades | $15.00 | $15.00 |
| Retiree-Metal Trades | $14.00 | $14.00 |

| Retired Members With 50 Years Continuous Membership |
| Life Member | $0.00 | $0.00 |

*There is an automatic increase in Local Union dues because of the increase in per capita passed at the 2011 Convention.*
Wishing you a joyous holiday season and health, happiness and peace throughout the New Year!
Picnics!
Mike Mordica and Mike Wolownik catch some big ’uns!

Mike Mordica and Mike Wolownik represented Local 441 in the Annual MINK Bass Tournament on April 26, 2014. The UA441 team took first place, catching five fish with a total weight of 21.72 pounds and the “Biggest Bass” at 6.34 pounds.

UA441 Hosted UA Tip Tig Training

The LU 441 training center held a “train the trainer” class in September put on by the United Association for Tip Tig, a new state-of-the-art welding process that is a semi-automatic Tig process.

The UA sent brothers Justin Forni, LU 412, and David Hintz, LU 597, to teach this class to our instructors and put on a demonstration for the contractors.

Swearing-In Ceremonies Across Kansas

UA 441 Officers were sworn in at the July 14 meeting and a record number of 68 apprentices took their oath of obligation and were sworn in at the Oct. 13 union meeting. Our video technology allowed members from across the state to participate simultaneously in both ceremonies.

Congratulations on your achievements!

“FORE!”
LOCAL 441
KANSAS GOLF TOURNAMENT 2015
Fun for a good cause!

What: 4 Person Scramble
(36 Teams Maximum-Register Early!!!)
Date: Saturday, June 13, 2015
Time: 8:00 a.m. Shotgun
Place: Sand Creek Station Golf Course
920 Meadowbrook Dr, Newton, KS
Cost: $70 per Player
(includes lunch/2 drink tickets/gifts)

“’Prize Money for first four flights!’”

Reservations due by Friday, May 15, 2015. Contact Local 441 to register at (316) 265-4291 or email: email@ua441.org. Download your registration form at www.ua441.org.
The Retiree Banquet honors those who came before us. They are the group that set the bar that we must always strive to raise. It was their tenacity and persistence to always hold firm to the union way and the heritage and skills that were passed down to them. It is their past leadership and vision that gives us the ability to face the immense challenges we encounter today.

Change continues to occur at an alarming rate, and no one individual can hope to succeed in isolation. But when each of us contributes even a small share of our time, talent, and energy to the greater good, our union and our industry become stronger. Those before us established the trail to follow. It is our collective resources and talents that allow us to build on the legacy handed down.

The Annual Membership Picnics represent the extension of our union family. This presents an opportunity to renew old friendships. It also allows us the opportunity to share those friendships with our family members and provide a little more insight to our activities and experiences on the job site, the bonds that are created, and the significance and magnitude of those relationships.

The third annual UA Scholarship Golf Outing allows the brotherhood of Local 441 and the UA to come together in support of higher education opportunities for our family members. Each year the participation in these events grows and develops into an expected and anticipated tradition for the membership of Local 441.

Training

We all realize that our business, the construction industry, is continuing to become extremely high-tech and extremely complex. It demands more professionalism than ever before. The endless expectations being placed upon us to provide a plentiful, highly skilled, productive and safe workforce that performs in an exemplary manner at all times are increasing every day.

The number one reliable and proven method to meet this need is through our apprenticeship program. The past three years, Local 441 has taken in record numbers of apprentices in an attempt to meet the demands of our workload and at the same time provide a trained workforce to replace those anticipating retirement, which is a substantial number. There is considerable time involved in training a well-rounded journeyman, not to mention the additional training needed for those willing to take on the leadership roles left behind by those retiring.

An issue created by the larger number of apprentices needed for our trade is the space available to provide adequate training. It is positive that we have the work in our industry which allows us the opportunity to grow, but space is a potential problem that needs to be addressed.

This is a topic that we will be discussing with the membership. Training is our backbone and we must always embrace our role in providing a skilled and highly trained workforce which provides value to our Local Union, to our contractors, and to our industry for this generation and future generations to follow.

On behalf of everyone associated with Local 441, I wish you and your families a Happy Thanksgiving, a Merry Christmas, and a Prosperous New Year.

Wishing you a joyous holiday season and health, happiness and peace throughout the New Year!
### 2014 Holiday Schedule

(All zones unless noted otherwise.)

<table>
<thead>
<tr>
<th>Date</th>
<th>Holiday Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thursday, November 27th</td>
<td>Thanksgiving Day Holiday</td>
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<tr>
<td>Friday, November 28th</td>
<td>Day After Thanksgiving Holiday</td>
</tr>
<tr>
<td>Wednesday, December 24th</td>
<td>Christmas Eve Holiday ( Zones IB, IIA, IIB)</td>
</tr>
<tr>
<td>Thursday, December 25th</td>
<td>Christmas Day Holiday</td>
</tr>
</tbody>
</table>

### 2015 Holiday Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Holiday Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thursday, January 1st</td>
<td>New Year’s Day Holiday</td>
</tr>
<tr>
<td>Monday, May 25th</td>
<td>Memorial Day Holiday</td>
</tr>
<tr>
<td>Saturday, July 4th</td>
<td>July 4th Holiday</td>
</tr>
<tr>
<td>Monday, September 7th</td>
<td>Labor Day Holiday</td>
</tr>
<tr>
<td>Thursday, November 26th</td>
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</tr>
</tbody>
</table>

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### Making the Most of Your Doctor Visit

**Does visiting a doctor’s office make you nervous or even scared?** You may have only a few minutes with your health care provider, so being prepared can help you get the most of your visit. Here are five easy steps to make sure you get the most out of a visit to your physician.

**Tell your doctor up front that you want to be an active partner in your care**

Doctors don’t go to med school to ignore patients. In fact, your doctor wants to partner with you in your healthcare. Tell your doctor up front that you want to partner with him or her as well. However, that doesn’t mean diagnosing yourself using the Internet—it means working together to ensure the best possible care. Partner in the decision-making process and ask to share in your doctor’s thought process.

**Have a brief story for your doctor about your situation, rather than a list of symptoms**

Find the most compelling part of your medical situation and create a 10-second summary ahead of time. Don’t focus on symptoms (“My knee hurts”). Instead, tell a story (“My knee hurt so badly I couldn’t walk from my bed to the bathroom”). Write down details. Rehearse. And share your story with your doctor right after “hello.”

**Prepare questions in advance and remember to ask them all**

While your doctor wants to spend time with you, crazy schedules, crowds of patients and other system pressures make it difficult. Studies show that you only have about eight minutes with your doctor. Make each one count and have a list of questions ready and ask them during your appointment. What is my diagnosis? What can I expect during treatment? What can I do to get better? Bring a pen and paper for the answers—and perhaps a friend or relative to write them down for you. And don’t be afraid to keep asking, especially if something doesn’t seem right.

**Be sure you understand recommended tests and their risks**

Patients typically ask about the reasons for, and risks of, drugs and surgery, but not medical tests. Yet studies show that 30% of all medical tests are unnecessary, and every test has risks.

Make sure you understand why you need a test, what your doctor is looking for, what risks may be involved and what alternatives may be available.

**Before leaving your doctor’s office, know your diagnosis or the steps needed to determine it**

Never leave your doctor’s office without knowing your diagnosis—Or at least several possible diagnoses. If your doctor can’t initially confirm your diagnosis, ask what steps are required to do so. Assure your doctor that it’s okay if he or she isn’t 100% sure. Know what you have, what to expect, and what to watch for and what to do about it.

**If you’re unsure about a medical diagnosis or treatment, Best Doctors can help.**

With a single call to Best Doctors, a world-leading medical specialist will review your medical situation and either confirm what you’ve been told by your treating physician, or recommend a change in your treatment plan. Best Doctors is available at no cost to any member or dependent eligible to participate in the Union health plan. And it’s 100% confidential.

For more information, call Best Doctors today at 1-866-904-0910, or visit members.bestdoctors.com

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### Office Notes!!!

**2014 Courtesy Tax Information**

Local #441 office staff will be mailing you information about 2014 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 2014 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.

**2015-2016 Member Dues Cards**

Please watch the mail for your new 2015-2016 member dues card. These should be in the mail by end of January 2015 if your dues are paid up to date (Note: You will NOT receive a new card if your dues are in arrears and/or you owe a reinstatement fee).

Please carefully review the information on the letter accompanying your new dues card to verify that all the information we have on file for you is correct. Notify us of any changes as instructed in the letter. You will receive a 441 death benefit beneficiary form along with your letter. You only need to complete this form if what is listed on your letter needs to be changed.
Training

It is a very busy time of year in the Local 441 Training Department. On August 25, 2014, we started our fifth year of full time school. Since that start five years ago, we have experienced continuous growth.

We now have a record number of apprentices (209) and took in a record number of apprentices (68) this year. Our apprentices are turning out of the program with quite a few certifications and licenses.

As journeymen, it is their responsibility to keep those licenses current. At one time, the Local had 540 members with the Medical Gas Brazier and Installer; now we only have 98 members with a current license. This could be a problem in the future, hindering our ability to man work for the contractors.

The only thing required to keep this license current is to have your contractor sign off on your continuity sheet or come early to a union meeting and burn a coupon for one of our authorized contractor reps.

We are hosting a UA Mitsubishi VRU Advanced Class for our HVACR members on January 13-15, 2015, at our training center. The UA only allows 15 members in this class. It will fill up fast; if you would like more information on the class please contact me at the training center.

We are also in the process of setting up all the new training equipment that we received on the UA grant. If you have time, stop by the training center and we will show it off to you.

Please remember we train everyday with our work ethics and attitude.

If you have any questions please don’t hesitate to contact me at the training center office, 316-267-8508.

Michael J. Magennis, Training Director

AFL-CIO President Richard Trumka

Pending State Legislative Battles

In the wake of the Nov. 4 elections, many state and local politicians have already begun to signal their intent to wage assaults on working people in their states.

While national political pundits debate outcomes, the AFL-CIO and its allies also have a keen eye on the developments at state and local levels.

We have no illusions there are radical politicians who are far more concerned with appeasing their corporate donors and being a tool for groups like ALEC than standing for working family issues. This is despite the fact that the Raising Wages agenda remain of upmost important to most Americans.

A majority of the electorate are struggling economically and sixty-eight percent of voters agree that raising wages is good for workers and the economy. The majority of people want rights at work. We want the ability to stay home if we’re sick. We want fair and equal pay. And we believe if you work for and earn a pension, you should get it.

Make no mistake that the labor movement is more prepared and ready to combat these attacks than ever before.

We also know that this fight will not be the labor movement’s alone.

We are fully engaged with our allies in the community and more importantly know that the values we stand for are in complete sync with the majority of Americans.

It will take a collective effort to preserve and expand our values, and we are up to the task.

Contacts

Wichita (316) 265-4291 Training (316) 267-8508
Topeka (785) 354-8539
Lawrence (785) 843-3151
Frontenac (620) 231-4280

Local Union 441 Website: www.ua441.org
PPATKS (Training) Website: www.ppatks.org

The Health & Welfare Office handles your local pension information, KSR (401k), and general questions regarding your health insurance (such as your status in qualifying for insurance benefits.)

If you have specific questions regarding your insurance, such as a list of doctors, please refer to the numbers listed below for Blue Cross and Delta Dental.

Health & Welfare Office www.ppi–fund.org
(316) 264–2339 or (800) 423–6517

Blue Cross Blue Shield of Kansas www.BCBSKS.com
(800) 432–3990 or (785) 291–4180

Delta Dental of Kansas www.DeltaDentalKS.com
(800) 234–3375 or (316) 264–4511

If you have a Pension through the United Association, the National Pension office is where you call for any questions related to your pension.

If you are close to retirement and are ready to start the paperwork, please request an application for a retirement packet from National. Also request a work contribution history report from National Pension as this will assist you in the process.

National Pension (800) 638–7442
Local Pension (316) 264–2339 or (800) 423–6517
Kansas Annuity (620) 232–3799

United Association Website: www.UA.org

Ben Newhouse is Local 441’s Independent Financial Advisor.

Members, please feel free to give him a call at (855) 369-7100 assistance and advice with your Mass Mutual investment account.

Local 441 can now accept credit card payments. Forms of payment we can accept are: cash, check, money order, Visa, Mastercard and Discover.

You can also pay your own dues online by visiting our website at www.UA441.org and clicking on “Pay Your Dues” or Member Login “Pay Your Dues” or Change Your Address/Contact Information.

Wishing you a joyous holiday season and health, happiness and peace throughout the New Year!
Retiree Recognition
Years of Service Pins and Certificates

Retirees met for recognition and awards banquets in May to celebrate their many years of commitment and dedication.

Frontenac Retirees
- Alan Drenik (50)
- Floyd E. Garman (50)
- Edwin Kratz (50)
- Robert Williams (40)

Lawrence/Topeka Retirees
- Dave Bailey, Jr. (50)
- Barney Bell (45)
- Charles Binggeli (45)
- Michael Koehler (40)
- James “Bo” Sisson (35)
- Kirk Miller, Sr. (35)

Wichita Retirees
- John Stuever (60)
- Jerry Runyan (55)
- Tom Strickland (55)
- Jim Beery (45)
- Darrell Bunch (45)
- Delbert Hawkins (45)
- Chester Hufman (45)
- Gilbert Lane (45)
- Melven Parscal (45)
- Larry Gile (35)
- Carter Hines (35)
- Eric Barr (25)

Visit YOUR website: www.UA441.org