WHAT'S INSIDE

Fraternally Yours
1 Business Manager's Report
3 James Cottrell
4 Paul Preston
10 Rick Salyer
10 Mike Wolownik
11 John Clark
12 Steven Watson

Photo Stories
13 Retiree Recognition
14 Featured Jobsite Photos

Announcements & Info
3 Upcoming Picnics
4 In Memoriam
4 Pay Your Dues with a Credit Card
5 Military Dues
6 Disability Dues
6 Email Form
8 Vacation Fund FAQs
9 ISAQR App for Dues
9 Meeting Dates and Holiday Schedules
11 Local #441 Items for Purchase
12 Tax Bill Changes

Feature Stories
1 Transeo (D.R.I.P.) System
2 Apprentice Training Contest
7 Opportunity: Essay Contest Winner
8 Accelerated Welding Program
15 Get Out and Vote!
18 Congratulations, Journeymen!

ON THE COVER
Thanks to our brothers and sisters at Central Consolidated for a beautiful photograph of the Sedgwick County Forensic Science Center they've been working on in Wichita, Kansas.
Business Manager’s Report

Hello, Brothers and Sisters,

I would like to start by welcoming all of our new members to Local Union 441. We have a record number of apprentices joining our rank and file as well as many new Journeymen that have been organized since the first of the year, and our membership is now approaching 1,650! Please help us embrace our new brothers and sisters by treating them with the respect and dignity that all working people deserve.

We would also like to welcome three more new signatory contractors to 441 since the last newsletter: CT Plumbing, Tin Hut Plumbing, and Heaven Engineering. By growing our contractor base and our membership, we gain market share, which results in more manhours for our members and healthy increases to all our funds. We also need to express gratitude to the 200+ travelers who have been working for our contractors the past six months. It is this collaborative effort of UA members from across the country that is making projects throughout Kansas a success.

With work continuing to be strong for the foreseeable future and with the intake of the largest apprenticeship class in 441 history, we have the opportunity and the need to expand our facilities. We are currently searching out potential properties in the Lawrence/Topeka/Manhattan area, as well as the Wichita area. Our current building in Topeka has seen better days, and we are faced with the reality that it will cost more to save it than to purchase a new building. This decision was not taken lightly and has been discussed at nearly every meeting for over a year. The past few months, we have also been discussing the need for a new building in Wichita to serve the needs of the nearly 350 apprentices now attending school. The Executive Board, Finance Committee, and all the other 441 Officers are working closely together on a solid plan to purchase facilities in both areas that will suit the needs of LU 441 for decades to come. Before any determination is made, we will send out notice for a Special Order of Business meeting so everyone has the chance to vote on the outcome.

This past spring we were faced with a difficult decision to make concerning our Health and Welfare Fund. The fund had been experiencing a steady decline in the reserve account month after month. But once again our members stepped up to fix the problem. In June we allocated another $1.00/hour towards the Health and Welfare Benefit, and I am pleased to announce that we have had substantial increases each month since that decision was made. Believe me, this was not a sacrifice I wanted to ask of the members my first year in office, but your choice made clear that everyone understands what we must do for a secure future. I want to thank Joe Pucci for his many years of hard work and dedication to all the 441 benefit funds and wish him well in his retirement at the end of December. The trustees of the Health and Welfare Fund have hired an outside consultant to evaluate the fund office and determine the best option for Joe’s replacement. Thank you and good luck, Joe!

In March we had our first Kansas Contractors/LU 441 Partnership Conference, and it was an overwhelming success. The focus of this event was to form a true partnership with our signatory contractors--working with each other rather that fighting one another. Keynote speaker Nic Bittle presented several different ways we can accomplish this goal, including the Transeo System, which the members should have received a text about a couple of months ago. There is more information in this newsletter explaining what the system is, and I encourage everyone to get enrolled. This is a joint effort with our contractors and was paid for by all the Contractor Associations along with LU 441.

continued on page 9

Transeo (D.R.I.P.) System

The D.R.I.P. program is a series of micro-lessons designed to teach leadership, professionalism, communication, and entrepreneurship to your workforce. The lessons are short and sharp, providing a tip, tool, tactic or technique that your team can implement immediately. The topics range from conflict resolution to thinking like the boss. If you are interested in receiving the weekly lessons, please sign up by filling out the form at:

http://www.thetranseogroup.com/local441-drip

Or, you can text "Local441" to 314-665-1767.
Congratulations to All Apprentice Training Contestants

On April 28, 2018, 12 fifth-year apprentices competed in the local JATC Apprenticeship Contest at the PPATKS/Local Union 441 Training Center in Wichita, KS. Four spots to attend the Regional Apprentice Contest in Minneapolis, MN, were on the line.

Contestants had their choice of four different skillsets for the competition: welding, pipefitting, HVAC/R, and plumbing.

Participants in the welding category included Raymond Kingsbury, Braxton Funk, Cory Hedstrom, and Kevin Seimer. Participants in the pipefitting category included Travis Smith and Bryce Long. For the HVAC/R category, the participants were Chris Willhoite, Dustin Carter, and Jake Parker IV. In the plumbing category, participants included Russ Parscal, Spencer Smith, and Brian Holle.

These 12 gentlemen competed in their chosen categories in this all-day event. At the end of the day, four of them received generous prize donations from local contractors and vendors, as well as the coveted spots to compete in the regional contest.

The winners at PPATKS/Local Union 441 were Raymond Kingsbury (welding), Travis Smith (pipefitting), Russ Parscal (plumbing), and Chris Willhoite (HVAC/R).

On June 12-14, 2018, in Minneapolis, MN, each of these men went on to compete at the regional contest, vying for a place in the national competition, which will be held at the Great Lakes Training Center during International Training Week in Ann Arbor, MI. They competed against other skilled workmen from various places in the region.

Congratulations to all the contestants from PPATKS/Local Union 441. We are so proud of your hard work and efforts. Even though our contestants did not qualify for the national competition, we want to recognize the skills you demonstrated and share in celebrating your accomplishments. If you are working with someone who competed either locally or regionally, please join us in showing them the appreciation they deserve.

**PPATKS/Local Union 441 Winners**

- Raymond Kingsbury (welding)
- Travis Smith (pipefitting)
- Russ Parscal (plumbing)
- Chris Willhoite (HVAC/R)

**PPATKS/Local Union 441 Runners-Up**

<table>
<thead>
<tr>
<th>Welding</th>
<th>Pipefitting</th>
<th>HVAC/R</th>
<th>Plumbing</th>
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<td>Braxton Funk</td>
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<td>Kevin Seimer</td>
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<td>Brian Holle</td>
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Lawrence / Ottawa / Northeast Area

James Cottrell
Lawrence Business Representative – Zone 2B
(785) 215-1360

Brothers and Sisters:

Work in Zone 2B has picked up on the commercial side and is steady on the industrial and fabrication side.

McElroy’s has several small jobs at Kansas University and USD #497 operations and maintenance campus. Also, work is ongoing at the Boys and Girls Club in southeast Lawrence.

Custom Sheetmetal has a crew working at Ottawa High School with work scheduled through June 2019. Extra work has been added to the existing mechanical, and phases six and seven have started at the Performing Arts Center.

Taylor Forge Engineered Systems has ongoing work in gas distribution with manhours backlogged to the end of this year. We are currently working on gas manifolds and slug catchers for Union Gas and Exxon Mobile.

P1 Group is continuing on at Lawrence Memorial Hospital, installing a new chiller and new chiller piping, along with demo and installing a new cooling tower. The new practice arena at KU is getting started and scheduled for completion January 2019. Work is ongoing at Berry Plastics and Schlumberger. P1’s Label Shop is supporting several jobs in Locals 45, 533, and 441. P1 has scheduled fall outage work at Chemtrade and ICL chemical in Lawrence.

We have several service contractors working in the area including McElroy’s, Lippert, Design Mechanical, and P1 Group.

Kansas University has awarded a three-year on-call maintenance contract to our signatory contractors: P1 Group, McElroy’s, and US Engineering.

Day & Zimmermann, NPS has a fall outage scheduled at Lawrence Energy Center getting started mid-September. A pre-job meeting has been scheduled for scope of work.

Also the Lawrence Memorial Hospital expansion has been awarded to Rodriguez and Metro Air, which will be located in West Lawrence north of Sixth Street.

Wishing everyone a safe and prosperous 2018.
In Memoriam

Notices of brothers and sisters who have passed on are posted on our website as received at www.ua441.org. Click on "Member Information" and then "In Memorium."

James Edmund Barnes, 90, died November 28, 2017. Most recently of Hutchinson, KS. Member in good standing for 62 years.

Roy Childs, 99, died January 21, 2018. Most recently of Wichita, KS. Member in good standing for 48 years.

Clifton Sam Cox, 63, died January 13, 2018. Most recently of St Joseph, MO. Member in good standing for 36 years.

Dennis H. Cunningham, 75, died March 26, 2018. Most recently of Rose Hill, KS. Member in good standing for 52 years.

John Joseph Fanello, 70, died August 16, 2018. Most recently of Derby, KS. Member in good standing for 40 years.

David D. Kirkpatrick, 61, died February 26, 2018. Most recently of Wichita, KS. Member in good standing for 22 years.

Roger D. Naylor, 74, died September 16, 2018. Most recently of Wichita, KS. Member in good standing for 56 years.

Donald Pangburn, 83, died August 10, 2018. Most recently of Lyons, KS. Member in good standing for 31 years.

Keith E. Pinkston, 80, died August 17, 2018. Most recently of Wichita, KS. Member in good standing for 56 years.

Lynn Alan Potter, 64, died June 29, 2018. Most recently of Augusta, KS. Member in good standing for 26 years.

Darrell F. Ruttgen, 75, died June 26, 2018. Most recently of Oswego, KS. Member in good standing for 51 years.

Raleigh (RC) Carl Schreck, 81, died December 23, 2017. Most recently of Wichita, KS. Member in good standing for 62 years.

James Rhodes Smith, 83, died January 21, 2018. Most recently of Burns, KS. Member in good standing for 53 years.

James (Red) D. Sturgeon, 91, died March 11, 2018. Most recently of Girard, KS. Member in good standing for 65 years.

Jeffrey Tyrone Turner, 47, died January 25, 2018. Most recently of Wichita, KS. Member in good standing for 25 years.

Wichita Area

Paul Preston
Wichita Business Representative - Zone 1A
(316) 737-6440

Hello Brothers and Sisters.

It is an honor and a privilege to serve as your Business Agent for the 1A Zone. A man told me once that the greatest leaders are servant leaders. I hope to keep that in mind while serving this Local.

Work is booming right now in the 1A Zone. I have appointed several stewards for the larger jobs. I want to personally thank them for representing their brothers and sisters and this Local with very professional attitudes and communication skills. They are doing card checks once a month, communicating with the company leaders about their needs, and giving those reports at the Union meetings. Our members respect them and can come to them for representation and/or arbitration when they have an issue on the job. When they are unsure, they call me and I come help.

As well as visiting numerous job sites, I have had the opportunity to dispatch when Steve Watson is serving our Local in another function. Steve goes over and above to serve this Local.

continued on page 5

PAY YOUR DUES WITH YOUR CREDIT CARD

All options include cash, check, money order, Visa, Mastercard, and Discover.

You can also pay your 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."

To pay with the ISAQR App, flip to Page 9.
My job is to police the jurisdiction. So far, I have had to arbitrate a few things with a few contractors, and that has been mutually successful. According to our UA Standard of Excellence and Agreements, there are only a few things that I cannot successfully arbitrate on your behalf. Those things are excessive absences/tardiness and not being fit for duty.

I believe we are good partners with the contractors. We partner with them by dispatching qualified and skilled craftsmen. It is their job to retain these workers. **We partner with them, but we represent you.**

Currently, we have a lot of travelers in our Local helping us man the work. Recently, we conducted an organizing blitz with help from several business agents and organizers from the MINK Locals. We also brought in 160+ new apprentices this year. With that, we hope to be prepared for the big loss of manpower when we have quite a few brothers and sisters retiring in the next five-to-eight years.

Please help these men and women feel welcome and teach them about this brotherhood. If you don’t, who will?

I have also been attending the State Building Trades meetings, AFL-CIO meetings, and I am a member of the Zone 1A JATC board.

We did not have the Cargill Bio-Diesel job go fair. Out of two fair contractors and one non-union contractor, the non-union company got it. The Bacon Plant (Dold Foods) is booming. Several members are out there. Corval, MMC, and Central Consolidated are the contractors so far. They are working overtime trying to make a September 1 deadline. Piping and Equipment is holding steady with a few outages coming up.

Dean Norris has about 60 hands at Spirit Aerosystems. Work looks steady. Kruse has a few hospital jobs and are bidding more work. Waldinger is going strong at the Maize Kyma Grease Plant. And they are under their deadline also. Gartner Refrigeration will be picking up a few more hands for the Salina Schwan’s plant. Many more contractor jobs are going on.

In closing, I want to say that we don’t just work for a living, but we sell hours of our lives to the contractors so they can be successful and make money. Sometimes, with the hours we work, we are around our brothers and sisters more than our own families. We do this, not just to be able to feed our families but to be able to retire with dignity one day. We share happiness with each other when our brothers and sisters have a new kid, we laugh at the crazy stuff our kids do, we celebrate our accomplishments, and we share our sorrows. We are Union men and women. We share a bond that our unorganized brothers do not. Look out for one another.

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**PLUMBERS & PIPEFITTERS LOCAL UNION #441 MILITARY DUES OFFICE POLICY**

Local 441 pays dues for members who are on military duty.

**Requirements**

- A letter or copy of orders for member file
- Members need to keep in contact with the Local office and let us know at least once a year (or at the end of their active duty) as to their status as to their military duty.

**Other Information**

- Members need to notify Local 441 when they go back to work.
- Local 441 only pays dues for the member if the member has been off the entire month.
- Local 441 does NOT pay for death assessments. The member continues to pay those.

**Other Instructions**

- Members need to contact Health & Welfare Office at (316) 264-2339 regarding their military status.
- Members that are apprentices need to contact the Apprenticeship Office (316) 267-8508 as to their military status.
Let's Stay In Touch

It’s a new world out there, and we at Local 441 are determined to become a part of the Electronic Age, even if it means having to change the way we do a few things.

For years we have communicated with our members through regular mail. When it came time to announce a meeting or inform the members about a special issue, we always sent a letter. Sending letters is wonderful, and we continue to do the bulk of our business by regular mail. But in many cases, using email to communicate with our members cuts down on time, complications, and expense. At least, it would, if we had email addresses for all our members!

That's why we need your help. Please complete the form below and send it to Local 441, 1330 E 1st St N, Ste 115, Wichita, KS, 67214. Or, if you'd rather save the postage, just email the same information to email@ua441.org.

We also text our members about upcoming important events, so make sure we have your cell number too!

Name: ____________________________
Address: __________________________
Home Phone: _______________ Mobile Phone: _______________
Email: ____________________________

(Or save postage and email the same info to email@ua441.org!)

PLUMBERS & PIPEFITTERS LOCAL UNION #441
SICK/DISABLED DUES OFFICE POLICY

Local 441 pays dues for members who are disabled as follows:

Requirements
- A letter or document from a doctor for member file; this must be submitted every three months.
- Member qualifies if drawing short term disability through H&W office. (You may submit a copy of the signed H&W form as document from doctor needed by Local 441 office.)
- Member qualifies if drawing work comp.
- Member cannot be working at all (even in another field) or we do not pay their dues.

Other Information
- Members need to notify Local 441 when they go back to work.
- Local 441 only pays dues for the member if the member has been off the entire month.
- If there is a settlement, member goes back to work, or goes on permanent disability and draws social security or Pension, the member is responsible to pay their own dues.
- Local 441 does not pay for death assessments. The member continues to pay those.
Opportunity

*Patrick Schmitz, Essay Contest Winner*

Opportunity is defined as a set of circumstances that make it possible to do something. The most memorable and appreciated opportunity that I have ever received was granted by the United Association.

Three years ago, I was in the Marine Corps. As a Marine, hard work, dedication, and perseverance are ingrained into every task. A Marine’s entire career is focused on perfecting and advancing their military occupation. Oftentimes, little to no thought is given to a career after military life. I have witnessed firsthand the struggles that many servicemembers face when they transition to civilian life without a solid plan for their future. Unfortunately, many feel overwhelmed with fear, which can be hard to overcome. I was afraid I would be one of those servicemembers.

I knew I was ready to start the next chapter of my life, yet was unsure which path to pursue. My most promising options were aircraft companies and manufacturing jobs, but several applications yielded no results, and my separation from military service was approaching quickly. As a husband and father to three boys with another on the way, I was beginning to worry how I would support my family.

I remembered seeing an ad on base for a welding program for transitioning Marines and decided to apply. Little did I know just how big of an opportunity I had stumbled across. As I read my acceptance letter, I felt an overwhelming sense of peace that I had a way to provide for my family.

The UA has given me many things along my journey so far: tools, knowledge, skills, a career, and most importantly, hope. I have been blessed with a bright future that can be as fruitful as I make it. I was not entitled to this opportunity but was graciously granted it by a group of men and women who believe in providing a secure livelihood to servicemembers transitioning into civilian life. This has been a source of motivation for me ever since and has provided my family the security that comes from a promising profession.

This opportunity has blossomed into a tree of knowledge and skills that have far surpassed anything I could have imagined. However, programs such as these rely on the generosity of every member in the UA if it is to combine helping individuals. As a veteran, it is now my duty to continue this legacy, through hard work and advocacy of these programs that are so beneficial to our communities.

I will be forever grateful to the UA for giving me a direction when so many others struggle to find employment after transitioning. I would like the opportunity to continue on this journey with the UA and attend the officers meeting in Denver. This would be a great chance for me to learn more about what happens behind the day-to-day business and to become more involved in the process. As a representative of Local 441 and PPATKS, I would be excited to share that experience and newfound knowledge with other Union members.
Vacation Fund Account FAQs

Vacation Savings only applies to members working in the Wichita (1A) Zone. Mid-American Credit Union (MACU) houses your vacation fund. Funds are deposited once a month for each member, and that is determined by when your employer/contractors pays their monthly remittance. The Hall can tell you how much your contractor has reported for you and if they have paid the month’s remittance report but not specific account-related balances. Funds go directly into your account, so the Hall does not have your account number or any account balance information.

A Shared Branch is a location where MACU members can make transactions with the proper documentation, which is why you must have your account number and driver’s license on hand so they can find your account.

Sometimes you will be asked to provide a copy of a valid driver’s license. This is something MACU needs to verify this account belongs to you. They try to keep a copy on file so they may need to update from time to time.

We wanted to share some quick notes on the issues some members are running into.

MACU Can't Find My Account

Some members have gone into a MACU location only to be told they do not have an account there. Let us explain why this happens.

There are two types of MACU branches, actual MACU locations and Shared Branches. At an actual MACU location, the bankers can identify you with your account number, social security number, driver’s license, etc. However, a Shared Branch is not actually a MACU bank and therefore does not have access to your information (social security number, date of birth, etc.).

MACU has five Wichita branches, and their locations are listed at the above link. You can use the filters on this page to display locations with ATMs, actual MACU banks, or Shared Branches.

If you are running into this issue, please remember to have your account number and a valid driver’s license with you. Or you can locate an actual MACU location by using their website (https://www.midamerican.coop/about/locations).

Monthly Charges

Another item members have mentioned is an unexpected monthly charge. This charge is a fee that will be taken from your account when the total balance drops below $100. To avoid this fee, make sure your account balance stays at or above $100.

Accelerated Welding Program to Wrap Up

Since the first of June, Local Union 441 and the United Association have been putting on an Accelerated Welding Program (AWP) in Manhattan KS Training Program. The Accelerated Welding Program is designed to take individuals with little or no welding experience and train them to pass a UA 21, UA 41, or UA 100. These individuals have gone through 18 weeks (720 hours) of non-paid training. Not only have they been trained in welding, but also math, heritage, and pipefitting.

Local 441 received a grant from the International Training Fund to supply one of the UA's welding trailers and partially fund the program. Because of these individuals' hard work and dedication, they will be advancing to our Apprentice Training Program as second year apprentices. Immediately following the completion of the program they will be placed on the job to begin earning money and learning.

LU441 and PPATKS would like to extend a big thank you to everyone who worked hard to make AWP a reality. If it weren’t for your dedication and forethought, we would not have been successful.
Business Manager’s Report
continued from page 1

On September 19-21, there will be an Officers Seminar for all UA Locals in Denver, CO, and the UA General Office has requested that every local bring an apprentice with them. In June, we held an essay contest for apprentices, asking them to write about what the UA has done for them to determine who would get to attend. Congratulations to Patrick Schmitz for winning this contest with his essay. Please take time to read his essay in this newsletter (page 7).

Congratulations to all of our new Journeymen who just completed their apprenticeships. Remember to work hard every day and never stop learning new technologies or striving for more certifications. Most importantly, don’t forget to pass on the knowledge you have gained over the last five years to the apprentices coming up behind you. This class also had four apprentices represent LU 441 in the District 4 Apprenticeship Contest in St. Paul, MN. Thank you to Russ Parscal, Raymond Kingsbury, Chris Willhoite, and Travis Smith for your professionalism and craftsmanship over the three-day contest.

Over the past year, I have found there are two things that nearly all our members hate: the first is change; the second is the things they are. While I sympathize with both sides of this coin, the fact is if we don’t continue to make positive changes, we will not be able to grow. As brothers and sisters, I ask you all to be part of the changes we are making and be supportive of them. If we all work together we will make Local Union #441 the greatest Labor Organization in the State of Kansas!

I Remain Fraternally Yours,
Brian R. Burnett

ISAQR App For 441 Members

On your smart phone, go to AppStore or Google Play. Search for ISAQR app and download it. It’s free!

The first time you start this App, it will ask you if it can use your camera. You need to select “yes.”

Then you can select “Scan QR” and scan the QR Code on the back of your member dues card. This will take you to a screen where you can look at your certifications, dues, skills, and change your profile.

Some screens will ask you to verify the last 4 digits of your SSN before continuing.

If you wish to pay your dues, you will utilize the same password you have for our online credit card system that you access through our website when you select Pay Your Dues (the app utilizes the same system).

Next Meeting Dates

- October 8, 2018
- November 12, 2018
- December 10, 2018

Holiday Schedules

2018

Thursday, November 22
- Thanksgiving Day (All Zones)
Friday, November 23
- Day After Thanksgiving (All Zones)
Monday, December 24
- Christmas Eve (Zones IB, IIA, IIB)
Tuesday, December 25
- Christmas Day (All Zones)

2019

Monday, January 1
- New Year’s Day (All Zones)
Monday, May 27
- Memorial Day (All Zones)
Thursday, July 4
- July 4/Independence Day (All Zones)
Monday, September 2
- Labor Day (All Zones)
Thursday, November 28
- Thanksgiving Day (All Zones)
Friday, November 29
- Day After Thanksgiving (All Zones)
Tuesday, December 24
- Christmas Eve (Zones IB, IIA, IIB)
Wednesday, December 25
- Christmas Day (All Zones)

2020

Monday, January 1
- New Year’s Day (All Zones)
Monday, May 25
- Memorial Day (All Zones)
Saturday, July 4
- July 4/Independence Day (All Zones)
Monday, September 7
- Labor Day (All Zones)
Thursday, November 26
- Thanksgiving Day (All Zones)
Friday, November 27
- Day After Thanksgiving (All Zones)
Thursday, December 24
- Christmas Eve (Zones IB, IIA, IIB)
Friday, December 25
- Christmas Day (All Zones)
Topeka / Manhattan / Salina Area

Rick Salyer
Topeka / Manhattan Business Representative – Zone 2A
O: (785) 354-8539
C: (785) 423-4995
Email: rsalyer@ua441.org

Greetings, Brothers and Sisters of Local 441:

Since the start of 2018, Zone 2A has been super busy! Of course, everyone knows about NBAF in Manhattan USA. The project is continuing to hire our members and travelers at the time of this article. We are adding apprentices and welders most every day and should continue. I would like to thank our stewards on the job, James Cox (Mann Mechanical) and Loren Bishop (U.S. Engineering), for their dedication and leadership. They are very proactive in their duties as stewards. Addressing each member’s concerns with the care and consideration required. They meet every pipefitter, plumber, welder, and traveler that steps on site, letting the new hires know what’s expected from them on this high profile project. Thank you, brothers!

As for other work in the Manhattan area, it has slowed a bit since KSU doesn’t have much going on right now. US Engineering has continued to grow and gain market share in the area. P1 Group has work at Fort Riley that is starting to wind down.

Work in the Topeka area is steady even with the Mars project winding down. PCI has a crew on site continuing our presence there. The Resers project is finished. Progress at the Cyrus Hotel in downtown Topeka is continuing with McElroy’s. This is another high-profile job that we can all be very proud to have manned up.

As usual, HVAC service work is really going hot and heavy this summer and will continue into Fall. Custom Sheetmetal, McElroy’s, Piping Contractors, P1 Group, and US Engineers are busy on the service side.

On the political front, Local 441 will be asking our members to participate in the upcoming elections. There are multiple ways you can help. You can start by volunteering with our COPE Committee. This committee will help organize phone banks, go door to door with Candidates, and just get info out to our members. Watch for Facebook and text announcements from the Local. We have the best chance in years to get people that support working Union families elected. At the very least we should network with our families and friends to let everyone know that when a Union member votes, their family votes too. There will be a volunteer sign up sheet at the Topeka office.

Please let me know if you want to help with the elections this fall. My email is listed along with my phone numbers.

Frontenac / Pittsburg / Southeast Area

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

Greetings, Brothers and Sisters:

I would like to say I started a new job with Local 441 when I was appointed as state organizer; however, that is not the case. I guess you could say I was an organizer during my apprenticeship in the 1980s, when I convinced my best friend to get into apprenticeship school. He did and to this day is still active in the UA. But this is what is so great about our union. At some point you probably took on a role as organizer and didn’t even realize it. This is a profession to be proud of, and you want to see your brothers and sisters succeed.

We have organized over 100 new members for Local 441 since the first of the year. Add to that all of the apprentices we have brought in this year, and this is a great year for Local 441. Our membership is growing and moving forward, and this is the direction the UA is going has been for years.

As members of Local Union 441, we have a great opportunity set before us in Manhattan, Kansas. NBAF is the largest governmental job in the country and we were looking for people to fill some positions. We made great strides and organized a lot of great hands and made them our brothers, so treat them like you would want to be treated. The ability to organize was partly due to the app called UAPIPETRADES.ORG. This app has done a lot of legwork for us, just on the informational side of things, and has saved a lot of travel time for all the reps that have helped on this project. So I would like to thank all brothers and sisters. This is not over yet. We still have jobs to fill on some projects in the state and for the UA.

Brothers and sisters, if you know anyone with experience in the trades, send them to the website called uapipetrad.org. As always, please feel free to contact me if need arise. Have a great year.

P.S. Together we stand. Divided we fall.
Training

John Clark
Training Director
(316) 737-6440

 Plumbers and Pipefitters Apprentice Training of Kansas:

Over the past few months, our organization has been very successful in increasing our apprentice numbers. Beginning in August, we will see over 150 new first-year apprentices and direct-entry apprentices. We attribute this success to the efforts of Local 441’s organizing team, the focused efforts of recruitment, and the upturn in our economic situation. With this increase in numbers, this also poses additional demands on our program.

I want to personally thank each member who voted to increase the contribution amount to the training department. Although 5 cents per hour might not be an important thing to some, to others in our organization, it could mean something completely different. Possibly not getting school supplies for their children or a new pair of shoes. The decision to ask for the 5 cents was not taken lightly. To the training department, this is one new employee. With the addition of the new apprentices this will put our total number around 330 students, causing the need of an additional instructor.

This increase in students comes with significant demands on the training department. Finding space for them, parking, scheduling, record keeping, class size and curriculum, and the list continues. With that, our department is facing challenges, which can certainly be dealt with. Ultimately though, our goal is to give the best education for the Apprentices and Journeymen possible with the resources at hand. Each person being brought into the program—whether this person is a direct entry or a new first-year apprentice—must be evaluated. It is the training department's responsibility to address what type of training these individuals require. The result will be graduating an apprentice who can exhibit the same professional skill levels our members have demonstrated in the past. Our students spend 280 hours of in-class time, leaving the remaining 1,800 hours of training to happen on the job. This means that our students spend approximately 88 percent of their hours on the job with Journeymen. With everyone’s help in the field, we can train these young men and women to perform their jobs with a high amount of skill and professionalism.

We will begin our new year with some changes. You may know that we have hired an additional instructor.

Local #441 Items For Purchase

- Short Sleeve T-Shirts — $15.00
- Long Sleeve Shirts — $21.00 each
- Ball Caps — $17.00 each
- Red or Green Knit Caps — $6.00 each
- 441 RL Viper Sunglasses — $14.00 each
- Black Knit Caps — $14.00 each
- UA 441 Polo Camp Shirts — $20.00 each
- Black Military Style Safety Knife — $27.50 each
- Stainless Steel 30 Oz Tumbler with Lid — $22.00 each
- UA 441 Knife — $22.00 each
- Chrome & Rosewood

Prices include all applicable sales tax

continued on page 12
Dear Brothers and Sisters:

Local #441 is shining right now, and it is because of Union brothers and sisters who wake up every day with a positive attitude and the drive to be the best UA craftsman that they can possibly be. And I thank each and every one of you for that.

Work is booming all across the state, and outage season is upon us. P&E has outage work coming this fall at Holcomb, Oxychem, and Holly Frontier Refinery. P&E also has continued work at CHS refinery in McPherson, and an outage planned for the spring. The grease plant with Waldinger is looking to wrap up in the next couple months. The bacon plant has been a success and should wrap up in the next month or so.

Gartner Refrigeration has continued work in Salina at the Schwan’s Plant, and they are trying to secure a Union presence at that facility, which is good news for our brothers and sisters. Our other signatory contractors in the 1A Zone are staying steady with their workload.

The NBAF project in Manhattan is still going strong and is still in need of plumbers and welders with UA 21 and UA 41 weld certifications. There could possibly be some additional call-outs for fitters in the near future.

Lawrence Energy Center is preparing for a six-week outage in September and should take up to twenty hands.

I would like to congratulate the apprenticeship class of 2018. Always remember the path you took to get to where you are today. Never stop learning and pass your knowledge on to the next apprentices coming up through the trade. Let us treat our organized brothers and sisters with the utmost respect and show them what it is like to be Union. We are all in this together, and the more we fight among ourselves, the stronger the non-union sector will become.

Stay involved in Local 441 and challenge yourself with new ideas. Attend Union meetings when you can. In closing, I would like to thank each and every one of you for supporting this local Union, and if you ever have any questions or concerns, my door is always open.

Training continued from page 11

We were also sad to see Plumbing Instructor Shawn Peters leave the program as he pursues other ventures. We have successfully hired Mike Wannow as the full-time Plumbing Instructor in his place. We have also hired Anton Reynolds as full-time Piping Instructor.

With the start of the new school year, you will also be seeing an electronic OJT card format. I am excited to be rolling this out. This program will streamline the process, saving a lot of time and money for the office staff. The system is totally electronic and will allow the apprentice to track his or her hours along with the evaluations that you do for them. With the touch of a button, this report comes back to our office and goes directly into their file for our review. You will be getting more information from the apprentices as this system is unveiled.

September also marked another graduating class of apprentices to Journeymen. We are pleased to add an additional 54 Journeymen to the ranks. I wish each of them the best of luck in their careers.

As always, we are committed to the advancement of the training department in any way possible. If you have specific needs with training or questions about a piping issue or problem, please reach out to us. I feel that we have the experts in the industry on staff, and we want to be a resource for you.

Tax Bill Changes
Richard L Morrow, CPA CGMA

While working on an income tax return for a union worker in the construction trades this evening, it occurred to me how much the new tax bill passed around Christmas will likely have on many of your union members beginning in 2018. You may already be aware of this change, but I felt obliged to reach out to you to make sure you were aware of the potential impact.

Beginning in 2018, there is no longer a deduction for miscellaneous itemized deductions which were formerly deductible to the extent they exceeded 2 percent of adjusted gross income. This category includes items such as tax preparation costs, investment expenses, union dues, and unreimbursed employee expenses. This will apply not only to union dues, but also to employee travel, meals, tools, and other work related expenses that are not reimbursed by the contractor. Ultimately, once union members become aware of this, it may impact their willingness or ability to travel. Additionally, this may be another item to consider the next time the CBA is up for negotiation.

For a more complete discussion of the tax bill, you can visit our website for more information.

www.morrowandcompany.com
Ph. 316.263.2223
Fax 316.263.2302
Retiree Recognition
Retirees met for recognition and awards banquets in May 2018 to celebrate their many years of committed and dedicated service. Congratulations to all, and Happy Retirement!

continued on page 14

Calvin Wilbert (70)  Charles Lane (60)  Melvin Tousley (60)
Roy Ridgeway (55)  William Roberts (55)  Richard Crusinberry (50)  Ron Eisenbise (50)  Lee Humbolt (50)
Michael Kilet (50)  Richard Mynatt (50)  John Naegele (50)  Tracy Ridgeway (50)  Barry Rockers (50)
Gerald Thomas (50)  Neal Bernauer (45)  John Escobar (45)  Moses Hardy (45)  Al Rump (45)
James Simons (45)  Lou Watkins (45)  Tony Webster (45)  Daryl Burnham (40)  Jerry Eagleson (40)
Retiree Recognition
continued from page 13

Mark Hothan (40)  Ronald Jameson (40)  Jerry Lee (40)  John Martin (40)  Philip Martin (40)
Earl Slaven (40)  Richard Taylor (40)  Donald Viergever, Jr. (45)  Kenneth Haney (30)  George Bogle (25)
Douglas Gilmore (25)  Chris Krass (25)

CONGRATULATIONS
to all our Retirees!

Jobsite Profiles

Central Consolidated installed childers and piping for a manufacturing customer in Wichita, KS

More jobsite profile photos on Page 16
Get Out & Vote!

The elections are just around the corner, and it's never been more important that everyone speak out. We all have a right to vote according to our consciences, and it's time we put that right into action. But with so many different candidates to choose from, how can you know which one is the best option? Fortunately, the Internet can help us narrow down the choices and get ready to go to the polls and make an informed decision.

Get Registered!

Before you vote, make sure that you are registered to participate. You can register to vote online or using a paper form. Maybe you are already registered to vote, but you moved. Never fear! All the information you need is available online, and we'll show you where to find it.

- Online Voter Registration
  https://www.kdor.ks.gov/Apps/VoterReg/Default.aspx

- Instructions If You Moved or Need to Update Your Registration

Advance Voting

Ever missed a voting opportunity because you didn't know an election was coming? You can prevent that in the future by voting in advance. You have all the options of regular voting, but you can send in your vote ahead of time. Don't let the opportunity to vote your conscience slip away.

- Advance Voting Information
  http://www.kssos.org/elections/elections_registration_voting.html

2018 Kansas AFL-CIO Endorsements

After you've registered to vote, either in person at the polls or in advance, you have a choice to make. Who do you vote for? Every election brings many candidates to the ballots, and it's impossible to know them all or where each of them stands on the issues that matter. So to make your job easier, the Kansas AFL-CIO has compiled a list of endorsed candidates.

K Kansas AFL-CIO Endorsed Candidates

"Nobody will ever deprive the American people of the right to vote except the American people themselves and the only way they could do this is by not voting."
- Franklin D. Roosevelt
Jobsite Profiles

Waldinger installed piping in the process area at a grease plant in Maize, KS

Enjoy these jobsite photos sent in by our brothers and sisters. If you have a photo of a jobsite that you would like to have featured in the next Kansas Direct Pipeline newsletter, send it to email@441.org.

Waldinger installed heat exchangers at a grease plant in Maize, KS
“Organized labor is not just the union you join, it is an organization which you must mingle in, contribute time and valuable thinking to. Build your union as you would build your home. For without it, you’re without a real home.”

From an essay by 16-year-old David Simmons, son of a Textile Workers union leader shot to death during a 1951 strike at Bemis, Tennessee.
LOCAL UNION #441
Officers, Committee, and Staff

Jerry Short, President
John Clark, Vice President
Brian R. Burnett, Business Manager
and Financial Secretary-Treasurer
Nicholas Rhodes, Recording Secretary
Jade Killgore, Sergeant-at-Arms

BUSINESS REPRESENTATIVES
/ORGANIZERS
Steve Watson, Dispatcher
   (316) 265-4291
James Cottrell (785) 215-1360
Paul Preston (316) 737-6440
Rick Salyer (785) 354-8539
Mike Wolownik, State Organizer
   (620) 231-4280

OFFICE STAFF
(316) 265-4291
   Angela Hermann • Jolene Senter •
   Becca Duerr

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   Wade Cottrell • David Emerson
   LeRoy Lawrence • T.J. Strickland

FINANCE COMMITTEE
   Steve Stenger • Kirk Stoddard •
   Richard Watson

EXAMINERS
   Dan McCulloch
   Christopher Neel
   Andrew Tipton
   Matthew Wingert

BYLAWS COMMITTEE
If you have any questions or comments
regarding LU 441 bylaws, please feel free
to contact one of your Bylaws Committee
members.
   • Brian Burnett (316) 210-3998
   • Dan McCulloch (785) 286-0774
   • Jerry Short (316) 733-9511

Congratulations to our new Journeymen!

Aaron Alexander, Kyle Allen, Cory Archer, Steven Bain, Lamont Banks, James Beam, Jared Blackwood,
Christopher Brown, Dustin Brown, Jason Burgess, Dustin Carter, Blake Conner, Dustin Crane, Manuel Cruz,
David Dwyer, Steven Farve, Tyler Flickinger, Braxton Funk, Cedric Gardner, Ryan Gilmere, Cayden Good,
Jason Griswold, Michael Gust, Shane Harris, Cory Hedstrom, Bradley Hesse Jr, Brian Holle, Jeremy “Frank” Huber,
Nathan Hyson, Jacob Jones, Raymond Kingsbury, Daniel Leonard, Bryce Long, Clayton Long, Brian Maul,
Micah McPhillips, Christopher Morgan, Ryan Newell, Jacob Parker IV, Dominic Parks, Russell Parscal, Dylan Phillips,
Jeffrey Pieschl, Roberto Ramirez, Kyle Sanders, Timothy Shifflett, Kevin Siemer, Spenser Smith, Travis Smith,
Craig Tenbrink, Joseph Towle, Christopher Walsh, Zachery Webb, Christopher Willhoite