Local Recognition for Outstanding Safety Record

President Bruce Belcher (third from left) and Corporate Safety Director Don Campbell, CHST, (second from left) accepted an award in February from the MCAA.

ORLANDO, Fla. — P1 Group Inc.’s Lawrence office (formerly Huxtable & Associates) earned the distinction as the safest mechanical contractor in the country in its division for 2006, according to the Mechanical Contractors Association of American (MCAA).

The Lawrence office took first place among companies with 250,000-400,000 man-hours based on lost-time cases. Lawrence did not have any lost time in 2006.

President Bruce Belcher and Corporate Safety Director Don Campbell, CHST, traveled to Orlando, Florida, in February to accept the award at a reception.

“The entire company, management and field staff, have worked hard to provide and maintain a safe work atmosphere,” Campbell said. “It feels great to be recognized at a national level for the commitment.”

Thomas Kepka, Marketing Coordinator
P1 Group, Inc.

Business Manager’s Report

I will touch on several events that have transpired since our last newsletter, but without a doubt, the most important accomplishment over the past few months was the result of Plumbers and Pipefitters Local 441 recent Department of Labor Audit. This is an audit that is conducted by the Federal Government primarily to determine if labor groups such as UA Local 441 are conducting business in accordance with the regulations set forth by the US Government. Most times the result of such an audit includes several violations that may involve fines and/or penalties.

All funds and accounts are thoroughly investigated to assure no misconduct is being performed including interviewing the banks we do business with and several of our contractors to verify transactions. I am happy and proud to report that zero violations were found. In fact, during the exit interview conducted at the end of the five-week-long audit, the auditor stated that he had conducted countless audits and had never been involved in one that did not produce violations. He went on to congratulate Local 441 and our office staff for the exemplary manner in which we conduct our day-to-day business. All members can rest assured that your funds are protected, secure, and being managed in an appropriate manner.

One item I touched on in my last report was the fact that negotiations would be starting for Zone I-A (Wichita Area). After almost two months of negotiations, a tentative agreement was reached and presented to the membership at a special order of business meeting conducted during the regular Union meeting on June 11. This proposal was turned down by the membership. With no agreement ratified, the next step is to go before the Industrial Relations Council (IRC). This is a council made up of four UA Business Managers and four MCAA Contractors that hear unsettled negotiations for UA Locals. After reviewing information presented by both sides and hearing supporting testimony, the Council makes a decision as to what the Local Union will receive for their new contract. This decision made by the Council is final and binding. As I write this article, I am at the same time preparing the documentation required by the IRC to support our position. The hearing has been scheduled to take place July 16, 8:00 AM, in Chicago. We should know within a day or two of the hearing the decision the IRC has made. This information will be passed on to the membership as soon as it becomes available.

The State JAC sent Bill Urton, Mike Wolownik, and myself along with three contractor reps and Local 441 Training Director Kerry Stine to the North American Training Conference. General President Billy Hite was in attendance as well and gave several speeches. One issue he discussed that we are all aware of was the ongoing need for manpower as we continue to move into this unprecedented construction boom throughout the US and Canada. One comment often heard is that labor unions are on the decline in American. Nothing could be further from the truth when it comes to the United Association. The UA was at its’ peak in 1985 with total membership of 365,000. By 1992, that number had dropped to 285,000, and since then, the numbers have been on the rise to the current total of 335,000. President Hite stated that for the UA to man the projected work going on now and coming up in the future, that peak number of 1985 will have to be overcome within the next two years and continue to climb. This will need to be accomplished both through organizing and increasing the ranks in our apprenticeship programs. Currently there are approximately 40,000 apprentices enrolled throughout the UA. This number needs to increase to 50,000 by fall of 2008. A big challenge, but one that we must meet if we are to man our work and continue to gain market share throughout.

[Business Manager Report, Continued on Page 8]
Special Order of Business Meetings Held on May 19th

Lawrence ballot committee checks off members as they vote.

Topeka members attend meeting to vote on increase to total package.

LOCAL UNION #441
Officers, Committee and Staff

Michael J. Magennis, President
Ronald D. Jameson, Vice-President
Richard L. Taylor, Business Manager and Financial Secretary-Treasurer
(316) 265-4291
James D. Beery, Recording Secretary
Richard D. Robinson, Sergeant at Arms

BUSINESS REPRESENTATIVES/ORGANIZERS
Bill Urton, Dispatcher  (316) 265-4291
John Shepherd, Jr.  (316) 265-4291
Kirk Miller, Sr.  (785) 354-8539
Denis Wittman  (785) 843-3151
Mike Wolownik  (620) 231-4280
Phil Petty  (785) 539-8977

OFFICE STAFF
Angela Hermann
Jolene Senter
Carol Ann Lewis
(316) 265-4291

EXECUTIVE BOARD
Gilbert R. Lane
Michael D. Mordica
Herbert Parsons, IV
Dennis Wingert

FINANCE COMMITTEE
David E. Emerson
Jerry D. Short
Thomas J. Strickland

EXAMINERS
Philip A. Hines, Plumbing Examiner
Andrew J. Tipton, Pipefitter Examiner
Donald E. Henry, Jr., Welder Examiner
Darrell D. Bunch, Refrigeration Examiner

BYLAWS COMMITTEE
If you have any questions or comments regarding 441 by-laws, please feel free to contact one of your By-Laws Committee members.
Jerry Short  (316)733-9511
Vic Rider  (913)721-5489
Dan McCulloch  (785)286-0774

IN MEMORIAM


Ray Green, 81, died June 20, 2007. Most recently of Pittsburg, Ks. Brother in good standing for 33 years.

Darrell Knapp, 80, died July 8, 2007. Most recently of Augusta, Ks. Brother in good standing for 53 years.


Notices of brothers and sisters who have passed on are posted on our website as received: www.ua441.org. Click on “Member Information” and “In Memoriam.” Everyone is encouraged to notify the hall as soon as you are aware of a passing. Please share this information with our brothers and sisters.

Visit YOUR Website: www.UA441.org
For Local 441 Apprentice Program.

Training Keeps UA Members Competent, Confident, Compensated!

By Kerry Stine, Director, PPATKS

Training is the lifeblood of any construction trade union. UA LU 441 is no different. Whether it is on the job training, continuing education training or apprenticeship training, all are necessary for LU 441 to succeed in today’s construction environment. The days are gone when you could be just a hand. We must be skilled and knowledgeable for our fair contractors to compete against nonunion shops that are filled with workers that are just hands at a lower wage and benefit scale.

Since training is such an important part of our union, I’d like to take this opportunity to introduce you to those who make up Plumbers & Pipefitters Apprenticeship Training of Kansas (PPATKS). In future issues of the Direct Pipeline I will spotlight individuals, but for now we’ll take a general overview.

Many members don’t realize that PPATKS is a separate organization from LU 441. PPATKS and its registered apprenticeship program are a part of a Trust that is jointly managed by Trustees from both labor and management. Since we are separate from the union it causes problems for PPATKS and the union office if money intended for each office is included on the same check. If sending in payments to both the union and PPATKS, please put the payments on separate checks.

The management of PPATKS comes from the Joint Apprenticeship Training Committees (JATC). There is a State JATC and Zone JATCs. The State JATC is responsible for the operation of the program and how the training funds are spent. The ZJATC’s are responsible for overseeing the operation of the zone training centers and dealing with the needs and any disciplinary action of the apprentices in that zone.

The State JATC currently consists of the following trustees:

**Labor**
- Richard Taylor
- Kirk Miller
- Mike Wolownik

**Management**
- Rick Drinnen
- Neil Carlson
- Bobby Norris

Zone 1A currently consists of the following trustees:

**Labor**
- Bill Urton
- John Shepherd, Jr.
- Jeff Robertson

**Management**
- Rick Drinnen
- Tim Farnham
- Matt Hildreth
- Richard Caywood
- (one is an alternate)

Zone 1B currently consists of the following trustees:

**Labor**
- Mike Wolownik
- Roger Krusemark

**Management**
- Bobby Norris
- John Feeback

Zone 2A Currently consists of the following trustees:

**Labor**
- Richard Taylor
- Kirk Miller
- John Bishop

**Management**
- Neil Carlson
- Dan Beal
- Steve Brown

Zone 2B is currently going through the process of being added to the State JATC and then setting up a ZJATC.

There are many Federal laws governing how training funds are spent and who can benefit from those funds. The Department of Labor Bureau of Apprenticeship Training audits the program on a regular basis. Our most recent audit was in May and we were found to be in compliance with Department of Labor Bureau of Apprenticeship Training regulations.

The training office consists of myself (Kerry Stine)-Training Director, Myrna Tinsley-Administrative Assistant and Cindy Naylor-Certification Assistant. Myrna and I are full time employees while Cindy is part time and only in the office from 10:00 am to 2:00 pm.

PPATKS has three training facilities – Wichita, Topeka & Frontenac. All apprentice classes are in the held in the evenings and on some Saturdays and run from approximately the end of August to the middle of May.

Instructors at each facility are:

**Frontenac:**
- Steve Hogard, Lead Instructor; and Welding instructor (to be announced)

**Topeka:**
- Charlie Griffin, 1st year; Rick Salyer, 2nd year, Lead instructor; Brian Burnett, 3rd year; Bruce Pfeiffer, 3rd year; Dennis Wingert, 4th year, Welding; Dan Mc Culloch, 5th year; Steve Ridgway, HVAC; Gregg Desch, Backflow; Phil Hines, Substitute; Shaun O’Keeffe, Substitute

**Wichita:**
- Kenny Englert, 1st year; Lead instructor; Jack Hays, 2nd year; Shawn Peters, 2nd year; John Clark, 3rd year; Mike Magennis, 4th year, Welding; Garth Leep, 5th year; Larry Adams, HVAC; Paul Preston, Substitute.

It takes hard work and dedication from all involved to make PPATKS work. Many extra hours are put in by all involved with no reward other than the satisfaction of knowing that we are working to make the apprenticeship, LU 441 and our contractors the best they can be. Your involvement and interest is greatly appreciated.

Visit YOUR Website: www.UA441.org
AES Hired Local 441 Contractor to Create Cool New Penguin Habitat

COMMENTS FROM MARK A. CLEMENTS, PRESIDENT, AQUATIC EQUIPMENT AND SERVICES, INC.:

Aquatic Equipment and Services, Inc. (AES) designed and constructed the exhibit life support system to treat approximately 42,000 gallons of water at 1000 gpm, which means a turnover rate of 42 minutes.

To give you an idea, this system is the equivalent to a 1.5 million gallon a day wastewater treatment plant. The system is designed to removed fecal matter and waste from the exhibit using three 72” high pressure sand filters and a 72” diameter by 18’ tall biological filter which is designed to remove ammonia from the water. The water is sterilized using a five-pound per day ozone generator. Unlike chlorine, the ozone does not leave a strong smell in the water or residue that negatively impacts the animals’ feathers and skin. Unlike swimming pools, animal exhibits must have a must more robust treatment system since the animals do everything in the water (not just swim!).

The LSS was sized to treat the water for a waddle (group of penguins on land) 15 to 20 Humboldt penguins. There are a total of 17 different species of penguins and, given the weather in Wichita, the Humboldts were introduced since they are the most tolerant of temperature extremes.

COMPANY OVERVIEW

Aquatic Equipment & Services, Inc. is an aquatic services specialist providing design/build, operation and life support system services for lakes, ponds, fountains, waterfalls, aquariums, and other aquatic animal habitats. Based in San Diego, Calif, the company works with renowned clients throughout the U.S. and around the world.

AES was initially founded in 1993 to meet the specialized needs of the aquarium, marine park and zoological park industry. Understanding that animal habitat displays often require technical innovation for imaginative presentation, AES works closely with clients and their project team members to make such high-profile projects more realistic, operable, and efficient.

The company applies its unique expertise in aquatic exhibits to the successful design and construction of water features for both commercial and residential projects. As a leader in its field, AES employs a staff of highly-respected and talented designers, engineers, marine biologists, and construction and maintenance professionals, all of whom possess extensive experience in the aquatic services industry.

The company specializes aquariums of all sizes, from 100 gallons to more than 1,000,000 gallons.

AES provides its clients with a comprehensive range of design/build services. Project managers work closely with owners from project concept through system startup to ensure the project is built in accordance with industry standards. Operation and maintenance services range from consulting and troubleshooting a specific problem to full-scale contract operations.

As a strong advocate of preventive maintenance, AES also provides operating manuals and operator training classes that are presented in a fun, professional manner to address design and day-to-day operation and maintenance issues.

AES is currently designing and constructing project for the Bronx Zoo in New York; the Liberty Science Center in Jersey City and the San Diego Zoo’s new state-of-the-art Elephant exhibit due to open summer of 2008.

The exhibit requires extensive pumping and filtration processes with state-of-the-art environmental control systems.

The Penguin Cove is the latest exhibit at the Sedgwick Co. Zoo, which is the state’s most popular tourist attraction with nearly half a million visitors annually.

“We couldn’t be more excited to add penguins to our growing list of animals here at the Zoo,” said Mark C. Reed, executive director of the Sedgwick County Zoo.

“Aquatic animals are very popular and have been often requested by visitors as something they would like to see added to our Zoo.”

The exhibit was possible in part to a grant from The Cessna Foundation.

Visit YOUR Website: www.UA441.org
Senne Company

Senne Company has been established as a General Contractor and Industrial Millwright Contractor in the Topeka area since 1914. They recently signed a contract to employ Local 441 Pipefitters to perform all work on their projects under the jurisdiction of the United Association.

Thank you to Business Rep Kirk Miller and Organizer Phil Petty for their efforts in achieving this.

Bill Urton, Kirk Miller and Mike McGivern, Owner/President of Senne Co., discuss the aspects of the contract.

Frontenac Area

Dear Brother and Sisters:

Summer is here! Hope everyone is having a great summer so far, whether spending it with family or just cooling your heels. A few notes from Frontenac, work during the past few months here in Southeast Kansas has been a bit slow. Our projects at Riverton, Mount Carmel Regional Medical Center and Pittsburg State University are coming to a close.

Thank you for your hard work on each of these projects.

On the flip side, projects in Chanute, Neodesha and Coffeyville are looking to hire more workers. We were fortunate to land some work at the Coffeyville Refinery with the help of the Target Fund. More work means more men working!!!! Thanks to all.

Upon taking office in Southeast Kansas, I set a goal for our area to organize Mid America Fabrication. Talks began in the third month I started in this position and ended with Mike O’Mara, Richard Taylor, Phil Petty and myself meeting around mid-June. The UA has approved the paperwork and Mid-America Fabrication now has a fab agreement with Local 441. We appreciate the cooperation and confidence shown by owner John Parsons.

We have gained more work at Mt. Carmel Regional Medical Center. And let’s not forget the upcoming gaming expansion in our corner of the state. The greyhound park in Frontenac is undergoing major renovation. We are in talks with Key Construction in hopes of attaining much of the work at the track. We are also excited about the construction of a destination casino in southeast Kansas. There is a job bidding at the Fredonia Hospital and more work bidding in the Chanute area. All of this work is really exciting and in order to maintain our great quality of work, we must continue our training, be it in the classroom or on the job site.

Recently, I traveled to Toronto, Canada to participate in the North America Pipe Trades Training Conference. The UA is energized! Mike Arndt and his staff are encouraging all of us to continue our training. The Frontenac Apprenticeship School is moving forward with the hiring of a new welding instructor beginning this fall.

In closing, please remember, Election 2008 is just around the corner. There are many political issues important to all of us. Immigration, Labor, Health Care and the list goes on.

I encourage each of you to listen closely to the candidates on all levels of government – city, state, and federal. Get involved! Let our current legislators know where you stand on the issues. Your voice really does count!!!!

Fraternally Yours,
Mike Wolownik
Frontenac Business Representative – Zone 1B
103 Mendicki Dr. Frontenac, KS 66763

Visit YOUR Website: www.UA441.org
Liberal Ethanol Plant Project

Local 441 Members utilize their craftsmanship and abilities to build the largest ethanol plant in Kansas.
Neodesha Hospital Project

Salina Hospital Project Begins to Accelerate

441 Contractors Share Ideas on How to Excel in Today’s Highly-Competitive Industry

John Wadsworth (second from left), Owner of Piping and Equipment, discusses effective ways to organize a fab shop for increased productivity with P1 Group Owner Smitty Belcher (third from left).

Denis Wittman and Bill Urton with P&E Shop Foreman Mike Magennis and Huxtable Shop Foreman Jason Katzer.
Amendments to Bylaws Approved by Membership

ATTENDANCE OF OFFICERS AT LOCAL UNION MEETINGS
Add to Article IX, page 441, paragraph 62, to say: Any elected Officer absent at three consecutive meetings without a reasonable excuse shall be properly charged and then referred to the Trial Board to determine if said office should be declared vacant. This process shall be in accordance with Section 127 of the United Association Constitution titled “Discipline of Officers” which requires a proper charge, trial, and a two-thirds (2/3) majority vote by the members present at a regular or special called meeting to sustain the recommendation and remove, or fine, or reprimand said Officer. For absence to be accepted as excused, Officer must contact Business Manager prior to Union Meeting to give reason for not being able to attend Union meeting. Reason must then be approved by membership at Union meeting and entered into the minutes of that meeting.

DEATH BENEFIT INCREASE
Section 25. A Death Benefit in the amount of $3200.00 shall be paid to the beneficiary of a participating member of the Local Union 441 Death Benefit Plan, if the member is in good standing at the time of death. This Death Benefit Fund shall be maintained by the assessment of members participating for an amount of $3.00 per death until the Fund reaches a point that the Business Manager/Financial Secretary-Treasurer determines that it is self-sustaining. This Fund shall be operated in accordance with the death Benefit Fund Policy. See Local Union 441 Death Benefit Plan document to determine eligibility, funding, appeals, participation, etc.

*NOTE: the only change to current policy is the substitution of $3200.00 for $3000.00. This amount was voted on by a collective voice of the members in attendance of the monthly meeting on March 12, 2007.

Add to Article XI, paragraph number 15: Local Union 441 reserves the right, as specified in Section 160 of Constitution of the United Association, to table the reinstatement of any former member of the Local Union plans to request of the General President of the United Association permission to deny reinitiating.

Add to Article XIX, paragraph 90: to include, but not limited to, reporting to work for any Local 441 signatory contractor and/or contractors signatory to any M.I.N.K. Local without referral issued by Local 441. Members are not allowed to report to work for a signatory contractor unless dispatched by Local 441. Members reporting for work in Local Unions not mentioned above must immediately notify Local 441 Dispatcher of location and start date.

Add to Article XI, paragraph 56(A): the word vacancy to the first sentence. The sentence would then read: “Upon the death, disability, ineligibility, resignation or vacancy of any elected officer, the position shall be filled as soon as possible by the Business Manager/Financial Secretary-Treasurer with approval of the Executive Board for the balance of the unexpired term.”

Change Article IX, paragraph 57 to read: “The Executive Board shall meet a minimum of once every month. The Business Manager/Financial Secretary-Treasurer is authorized to call additional meetings of the Executive Board when needed.”

[Kansas Direct Pipeline]

July 2007

We face a similar challenge within our own Local. Obviously on a much smaller scale, but the need to increase our membership is obvious. It is becoming increasingly more difficult to man the work in Local 441’s jurisdiction, not only in supplying qualified Journeymen and Apprentices needed to take care of the projects, but also the need for supervision.

This, Brothers and Sisters, is just as critical if not more so. I want to encourage all members to step up and take on that responsibility if asked. Contractors are hesitant to go after more work if they are not confident supervision can be provided along with additional manpower. I want to also encourage apprentices to take their training seriously and that their goal, to turn out and be capable of running projects should the opportunity arise. Journeymen and Apprentices alike should take advantage of supervisory and leadership classes when they are offered. We must have new leaders developing on a regular basis if we are to improve our current market share.

I attended the MINK Business Managers quarterly meeting in St. Louis recently. This meeting was conducted in conjunction with the Fuel Ethanol Work Shop that was being held in St. Louis as well. Obviously, the ethanol industry is one that has become very important to the UA and Local 441. Just to illustrate how this industry has grown, ten years ago when the first ethanol workshop was held, less then fifty people showed up.

This year, there were over 4,000 in attendance. Ten years ago the United Association was involved in about 10% of the ethanol projects under construction at that time. Today, the UA is involved in 65% of the ethanol projects under construction and is increasing that percentage every day. UA Local 441 is currently constructing the largest ethanol plant being built in Kansas located in Liberal. There is a commitment to build at least two more. We also have contractors that are involved in fabricating for large ethanol plants located out of state. All of this translates into many manhours for Local 441.

Another up and coming industry for the United Association and Local 441 to embrace is the Green Initiative Programs. This is being promoted by the UA and LEED (Leadership in Energy and Environmental Design) better known as Green Building Design. A large portion of this design affects the mechanical elements of the building, generally increasing the amount of materials and labor to install these systems.

Buildings are an essential element of the solution to the energy, resources, and climate issues our country is facing. The most important driver to Green Building Design is something that we are all concerned about, increasing energy costs. Green building design often costs more up front, but keep up with the technology demands of the workplace. If we are to remain the best trained and qualified in our industry, we must keep abreast of these advances in technology and continue to improve and adjust our training and our methods. I encourage you to strive everyday to be the best Plumber, Pipefitter, Welder, Service Tech., Apprentice, Supervisor, or whatever job classification you are labeled with, that you can be in representing your Local Union, your contractor, and yourself.

This all goes hand and hand with the United Associations Standard of Excellence, a copy of which is included in this newsletter. You may have already read about this in the UA Journal. This is a Labor-Management commitment that has been put forth by the UA for all Local Unions to adopt. Each International Rep. has been given the assignment by General President Billy Hite to work with the Business Managers and contractor groups in their respective areas to implement this policy.

Please take the time to read this and familiarize yourself with its contents. This basically is a document that illustrates what all members and contractors associated with the UA stand for…excellence in attitude, behavior, and skills on the job. As you read it you will see that there are member and Local Union responsibilities along with employer and management responsibilities. You will be updated as this policy goes forward.

In conclusion, enjoy your summer. I hope you all have opportunities to spend time with family and friends and look forward to what should be another successful year for all Local 441 members.

God bless and be safe on the job.
Employment Dispatch

Hello Brothers and Sisters:

As we head into summer and take a look at the second half of the year, it appears that a large portion of our work will be in the ethanol industry. As you know Local 441 is building the largest ethanol plant in the state, located in Liberal. It will peak with 125 pipefitters and completions in November. There will be approximately seven new plants statewide and we intend to be the front-runners on all of them. This is huge for the economy of Kansas. An average ethanol plant produces about 40 million gallons of ethanol a year and employs around 35 people.

After we secure these projects, the real work starts. As I have stated in the past about manpower shortages, it is really starting to hit home. It is getting increasingly tougher to find welders, in particular, and I would encourage members who want to weld to take advantage of our training centers. They are open for any member to practice and eventually get your UA certifications. I know there is a lot of work on the road, but there is also a responsibility to man the work in our own jurisdiction. As our General President Billy Hite has said over and over, whoever has the manpower will get the jobs.

I recently attended the JAC Training Conference where Mr. Hite spoke. His speech was focused on the construction boom we are in and the importance of representing your local. Some of the negative things he talked about were absenteeism, tardiness, and turning down jobs. He is encouraging all Locals to adopt the UA’s Standard for Excellence policy and I believe we have to. It is the basis for a new, stronger, and mutually beneficial relationship with our contractors and their clients. Most of the building trades unions are also embracing this concept. Our local, as many other locals across the country, has an opportunity to gain market share, and with increased market share come satisfied customers and ultimately higher wages.

I truly believe our local can meet these challenges and if we are all on the same path we are unstoppable!

Fraternally,
Bill Burton (316) 265-4291
Business Representative/Dispatcher

Lawrence Area

Dear Brothers & Sisters,

Nine new apprentices were signed up and will start school in Topeka in September. Congratulations to all of them!

Work in Greeley is still good. Mike England said inspectors were very pleased with project. Great job!

Chaney work holding with jobs at K.U. campus, high school, condos and other jobs going throughout Lawrence.

Huxtable’s fab shop is going strong and should have two shifts by mid to late July fabricating stainless steel piping for ethanol plant in Nebraska along with other fabrications for jobs in the Lawrence area. Burlington Northern Topeka job is complete. Job at Washburn is working some overtime and should finish first phase in August for the new school year. Student union job at K.U. campus is also going well.

The Lawrence hospital job still moving forward and Phase 1 of the 165,000-square-foot expansion project at Lawrence Memorial Hospital is almost complete. A 19,000-square-foot addition, that will be called 3 West, was built above the second floor on the west side of the hospital.

Wichita Area Zone 1A

The mid-point of the summer season is upon us and I report the workload in the area as steady. We have taken our lumps on a few projects thought to be ours, but I am inspired to look to the future for positive results.

As in the past, welders are a hot commodity, and UA certifications will be the ticket to ones success. Plumbers and pipefitters will see an increase in job opportunities in the months to come.

I do have a few requests of our members in Wichita and Sedgwick County. (1) Everyone must get out and vote on the Gaming issue on August 7 as we have positioned ourselves to secure the work on a casino being built in the area. (2) Everyone should contact his or her Wichita City Council person in support of the Uniform Plumbing Code as an adopted ordinance as soon as possible. The UPC supports quality building construction and public safety over cost. It is my opinion the quality of construction has been compromised for far too long in the city. (3) Contact your Wichita City Council person and request the Plumbing Board appointments be revisited and Limon Ray, Lonny Wright, Ron Means, and Larry Dourety be reconsidered for board members. In a past council meeting, Paul Gray (District IV) appointed a slate of contractor friends removing two labor held positions. In addition, member Jerry Short was appointed to the Plumbing Board and I have been appointed to the Mechanical Board.

The issue of negotiations has been a blooming topic these days, and I want to thank all members who took the time to exercise their rights and responsibilities to vote on the tentative contract. The membership spoke loud and clear. I proudly respect the will of the majority and will strive to represent you through the IRC proceedings. I was not, however, pleased with the turn out at the contract vote and would encourage all members to become more active in union issues for the good of the order.

Organizing is a priority, and I have been focusing on workers rights to organize and bargain collectively. Seventy percent of all workers would join a union if given the chance. We do not have ability to take everyone in; we are responsible for promoting workers rights to organize, and I strongly believe in that premise.

In closing, I hope you all have a safe and prosperous summer. Go out and spend some time with your wife, husband, children, or grandchildren and enjoy the time you have together. I thank you for all your support and diligence.

John H. Shepherd Jr. (316) 265-4291
Plumbers & Pipefitters of Kansas Local 441
Wichita Area Business Representative Zone 1A
UA Standards of Excellence

Overview:
The UA Standard for Excellence policy is a Labor-Management commitment to uphold the highest industry standards in the workplace and ensure customer satisfaction. The program is designed to promote UA members’ world-class skills and safe, efficient work practices on the jobs performed by our signatory contractors for their customers.

Member and Local Union Responsibilities:
To ensure the UA Standard for Excellence platform meets and maintains its goals, the Local Union Business Manager, in partnership with his implementation team, including shop stewards and the local membership, shall ensure all members:

> Meet their responsibilities to the employer and their fellow workers by arriving on the job ready to work, everyday on time (Absence and tardiness will not be tolerated.)
> Adhere to the contractual starting and quitting times, including lunch and break periods (Personal cell phones will not be used during the workday with the exception of lunch and break periods.)
> Meet their responsibility as highly skilled craftsworkers by providing the required tools as stipulated under the local Collective Bargaining Agreement while respecting those tools and equipment supplied by the employer
> Use and promote the local union and international training and certification systems to the membership so they may continue on the road of life-long learning thus ensuring UA craftsmen are the most highly trained and sought after workers
> Meet their responsibility to be fit for duty insuring a zero tolerance policy for substance abuse is strictly met
> Be productive and keep inactive time to a minimum
> Meet their contractual responsibility to eliminate disruptions on the job and safely work towards the on-time completion of the project in an auspicious manner
> Respect the customers’ property (Waste and property destruction, such as graffiti will not be tolerated.)
> Respect the UA, the customer, client and contractor by dressing in a manner appropriate for our highly skilled and professional craft (Offensive words and symbols on clothing and buttons are not acceptable.)
> Respect and obey employer and customer rules and policies
> Follow safe, reasonable and legitimate management directives

Employer and Management Responsibilities:
MCAA/MSCA and its signatory contractors have the responsibility to manage their jobs effectively, and as such have the following responsibilities under the UA Standard for Excellence:

> Replace and return to the referral hall ineffective superintendents, general foremen, foremen, journey workers and apprentices.
> Provide worker recognition for a job well done.
> Insure that all necessary tools and equipment are readily available to employees.
> Minimize workers downtime by insuring blueprints, specifications, job layout instructions and material are readily available in a timely manner.
> Provide proper storage for contractor and employee tools.
> Provide the necessary leadership and problem-solving skills to jobsite Supervision.
> Insure jobsite leadership take the necessary ownership of mistakes created by management decisions.
> Encourage employees but if necessary be fair and consistent with discipline.
> Create and maintain a safe work environment by providing site-specific training, proper equipment and following occupational health and safety guidelines.
> Promote and support continued education and training for employees while encouraging career building skills.
> Employ an adequate number of properly trained employees to efficiently perform the work in a safe manner while limiting the number of employees to the work at hand thereby providing the customer with a key performance indicator of the value of the UA Standard for Excellence.
> Treat all employees in a respectful and dignified manner acknowledging their contributions to a successful project.
> Cooperate and communicate with the Job Steward.

Problem Resolution through the UA Standard for Excellence Policy:
Under UA Standard for Excellence it is understood, that members through the local union, and management through the signatory contractors, have duties and are accountable in achieving successful resolutions.

Member and Local Union Responsibilities:
> The Local Union and the Steward will work with members to correct and solve problems related to job performance.
> Job Stewards shall be provided with steward training and receive specialized training with regard to the UA Standard for Excellence.
> Regular meetings will be held where the job steward along with UA Supervision will communicate with the management team regarding job progress, work schedules, and other issues affecting work processes.
> The Job Steward shall communicate with the members’ issues affecting work progress.
> The Business Manager or his delegate will conduct regularly scheduled meetings to discuss and resolve issues affecting compliance of the UA Standard for Excellence policy.
> The Steward and management will attempt to correct such problems with individual members in the workplace.
> Individual members not complying with membership responsibility shall be brought before the Local Union Executive Board who will address such members’ failure to meet their obligation to the local and the UA, up to and including filing charges. The Local Union’s role is to use all available means to correct the compliance problem.

Employer and Management Responsibilities:
> Regular meetings will be held where the management team and UA Supervision will communicate with the Job Steward regarding job progress, work schedules, and other issues affecting the work process.
> Management will address concerns brought forth by the Steward or UA Supervision in a professional and timely manner.
> A course of action shall be established to allow the job Steward and or UA Supervision to communicate with higher levels of management in the event there is a breakdown with the responsible manager.
> In the event that the employee is unwilling or unable to make the necessary changes, management must make the decision whether the employee is detrimental to the UA Standard for Excellence platform and make a decision regarding his further employment.

Additional Jointly Supported Methods of Problem Resolution:
> In the event an issue is irresolvable at this level the Local or the Contractor may call for a contractually established Labor Management meeting to resolve the issues.
> Weekly job progress meetings should be conducted with Job Stewards, UA Supervision and Management.
> The Local or the Contractor may involve the customer when their input is prudent in finding a solution.
> Foremen, General Foremen, Superintendents and other management should be educated and certified as leaders in the UA Standard for Excellence policy.

Visit YOUR Website: www.UA441.org
The Health & Welfare Office handles your local pension information, 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 would 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.

If you have a local pension or Kansas Annuity benefit, you will also need to contact the Health & Welfare office to request the retirement information for that benefit.

**National Pension** (800) 638-7442  
**Local Pension/KS Annuity**  
(316) 264-2339 or (800) 423-6517

**United Association Website:** www.ua.org

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**UA Local #441 Retiree Meetings**

**Frontenac Area Retirees**
Meet each Tuesday morning at Home Café, Cherokee, KS at 8 a.m.

**Lawrence Area Retirees**
No monthly meetings scheduled at this time.
We encourage a group to establish meetings and let the Hall in Wichita know date, time, location.
You are also welcome to attend other area retiree meetings.

**Topeka Area Retirees**
Meet every Wednesday morning at Hardee’s at 21st and Wanamaker, at 8 a.m.

**Wichita Area Retirees**
Meeting at the Hall, 1330 E. 1st Street N., on the first Wednesday every month at 10 a.m.
Breakfast the second Wednesday of every month at 9 a.m. at Spears Restaurant, 4323 W. Maple, Wichita, KS (every month with the exception of December when a Christmas Dinner is planned for an evening at Tommy’s Restaurant, 21st & Tyler, Wichita, KS).
Contact Jim Wilbert for more information at (316) 722-6859.

**Note:** All retirees and spouses and former members’ widows are welcome to attend any of the area meetings.

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**Local 441 Area Picnics**
You will receive more information as dates get closer.

**Topeka/Lawrence Area**  
Sept. 29 from 10 a.m. - 4 p.m.  
at Lake Shawnee

**Frontenac Area**  
Oct. 13 from 11 a.m. - 4 p.m.  
at Pittsburg Lincoln Park

**Wichita Area**  
Oct. 6 from 11 a.m. - 3 p.m.  
Sedgwick County Zoo

Local 441 Retirees discuss the important stuff: weather, fishin’ and golf scores.

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Visit YOUR Website: www.UA441.org
UNITED ASSOCIATION SCHOLARSHIP

APPLICATION INFORMATION
Deadline: Postmarked by August 15, 2007

Eligibility
1. All children and grandchildren (as defined under IRS regulations) of United Association members who are in good standing with the Union are eligible.
2. You must plan to pursue or be pursuing post-high school education at an institution of higher education.
3. You must have been accepted for admission or be enrolled in an accredited two-year or four-year College or University at the time of the award.
4. You must not be a relative of anyone who is a Selection Committee Member or a Trustee of the United Association Scholarship Trust Fund.
5. Awards must be used for the 2007-2008 school year.

Award Criteria
Awards will be based on academic achievement and potential, personal achievement, and community involvement. Scholarships will be awarded without regard to race, color, religion, sex or national origin.

Applications will be judged by an impartial Selection Committee, and all applications will be de-identified before they are submitted to the Selection Committee. Financial need will not be one of the main factors that is considered in making awards. However, the Selection Committee shall have the discretion to request information concerning the financial circumstances of applicants and to use this information in the award of Scholarships.

An application form may be obtained from the UA website www.uanet.org or by contacting LU441 at 316-265-4291 or PPATKS at 316-267-8508.