Business Manager’s Report

Past and Present...

2012 is off and running. There are plenty of important issues to address. And as always there are financial restraints and worries that will have to be considered as we apply the budget and continue to understand and implement new strategies that make our local more effective, more agile, more easily understood by our membership, and more responsive to the changing needs of our industry and the economy. All of this comes with the realization that the local union provides many valuable services that the members and contractors expect and depend upon that must be maintained. It is also obvious that as our industry changes and evolves, this local union must change and evolve as well.

Looking back at 2011, there are three observations that I would like to share. First, the budget is a big deal every year. We knew that addressing our structural imbalance was important due to the lack of hours worked over the last couple of years, which of course determines the amount in our general fund. Obviously we needed to reserve funds to insure we don’t have to ‘burn the furniture’ in the future years. But with that we also know that we have an expected level of service and responsibility to all our members and contractors that have to be met. Strategic planning and decision making are crucial to eliminate the drawdown of our funds without decimating quality services and initiatives. This is where having a budget and utilizing it can identify trouble ahead before it happens. Thus we were able to make some tough decisions involving cuts that ultimately allowed Local 441 to stay within the boundaries established by the budget and not put the local in financial distress.

Secondly, the need to be cognizant of job creation and continue to improve upon our apprenticeship program to insure a well-trained future workforce. It is an understatement that our economy has taken a hit over the last couple years. However, wringing our hands and lamenting the effects of the economy on our own local union and jobs is not going to make it any better.

[Continued on Page 6]
Manhattan/Fort Riley Area

Dear Brothers and Sisters:

Work in the area has been good and a welcome relief for unemployed Brothers. Westar work is ongoing at Jeffrey, Tecumseh, and Lawrence Energy Centers. Kruse, McElroy, MAWP, Johnson Controls, Hussman, PCI, Reid, Waldinger, P1, Enerfab, MMC, U.S. Engineering, Associated, Carlson, Environmental and Day & Zimmerman are some of the Fair Contractors working in the area.

Thank you to all the Brothers and Sisters from Local 441 and other Locals that have manned the projects in the area. A special thanks to those on the Hospital at Fort Riley who have traveled for a 40-hour job. The Hospital Project is currently back to the number of members (approximately 100) on site previous the reduction that occurred because of fire-proofing concerns beyond our control.

Anti-Labor Groups and Government Officials have also been very busy. They continue to attack working men and women of Kansas every day. Many of the attacks are led by Karen Brownlee who was appointed by Governor Brownback to head the Department of Labor. Brownlee is using the Department of Labor as a resource for employers and an adversary for workers. Some of the legislation introduced and attacking workers has been:

- Make unlawful for employers to withhold voluntary employee contributions to political action committees.
- Make lawful for employers to withhold from an employees’ paycheck any monies the employer feels the employee owes for lost, used, or damaged goods and equipment, loans, overpayments, and more. The burden of proof will be on the employee that disputes the withholding. Employers would be represented by the DOL and the Employee would be responsible for hiring an Attorney.
- Postpone unemployment benefits to employees that receive severance pay, bonus pay, vacation pay, holiday pay, etc., at time of termination. The pay is applied as future wages even if it is pay previously earned. Again burden of proof would be on the employee.
- Workers Compensation decisions that are appealed would no longer be decided by a fair panel with labor representation, but would go before a pro-employer panel with no labor representation.
- Make unlawful to have a Project Labor Agreement for business with state, county, city or local government agency. The list goes on and on and on. A coalition of Democrat and moderate Republican Senators have defended workers and prevented total anti-labor domination. These elected officials have been targeted by conservative politicians and business groups working to prevent their re-election.

Working Kansans Alliance (WKA) has formed a very active coalition of unions, organizations, individuals and groups to combat the attack on workers. Please visit their website at workingkansans.com and help fight the fight. I hope to see you soon and please work safe.

Fraternally Yours,
Phil Petty (785) 539-8977
Organizer/Business Representative

Employment Dispatch

Hello Brothers and Sisters,

The work in Local 441 has been good and should continue throughout the rest of the year!

Piping & Equipment and Naes Power successfully completed the shutdown at Holcomb. I would like to thank all the members for their effort in making the outage a success. Wagner Meinert finished the Dairy project in Rexford Kansas. A representative from Wagner Meinert could not say enough about how well Local 441 performed on the project. Most of the members went right from Holcomb to the outages at Lawrence Energy and Jeffrey, which will finish around the 1st of June.

P1 Group/MMC has been steadily hiring for the new hospital at Ft. Riley. We currently have approximately 90 pipetters and plumbers. That project should last another year. Waldinger has 20 on the BG Products Solvents plant in El Dorado. It will last another 6 months and will hire another 10 to 15. Mechanics Inc. has started the 2nd phase of the Casino in Mulvane after completing the arena portion of the project.

The new airport project in Wichita should be awarded in a few weeks and will start in late summer or early fall. Also, the underground bid package is out for the new Mars plant in Topeka. Both of these jobs are large and although they have not been officially awarded, I believe we will be doing a portion and hopefully all of the work.

Work on the road is also picking up, especially for welders. There is already a shortage of welders across the country. I cannot stress enough that if you have welding certs, you will be working.

As of this writing, everyone is working that wants to and we have travelers in the jurisdiction. It’s been awhile since our local has had full employment and hopefully it will continue for a long time.

Thanks to all the members who strive everyday to make our Local Union what it is today. Keep up the good work and do it safely!

Fraternally,
Bill Urton (316) 265-4291
Business Representative/Dispatcher
Responsibilities  By Kerry Stine, Training Director

There is a need that can only be met by the membership of LU 441. That need is to be responsible to our apprentices. That responsibility is met in three basic ways. They are: appropriate jobsite mentoring; communication of good reliable feedback about the apprentice to the Apprenticeship Program; and, providing the necessary funding for the Training Program to operate at an optimum level. Without any one of those three building blocks, the Training Program will fail you, our contractors, and their customers.

Jobsite mentoring is more than telling an apprentice how to do something. We all know that there are different ways to learn something. Sometimes learning is being told how to do something and being told that there is no other way to do it. Sometimes, learning involves allowing the apprentice to do it his way or even be allowed to fail and then showing how to do it a better or faster or less expensive way.

No matter how something is taught, leading by example in a caring, respectful way will bring better and faster results every time.

Feedback to the Apprenticeship Program is crucial to guiding the program in dealing with apprentices. In most instances we do not know there is a problem with an apprentice until after he has been laid off or terminated. A phone call or email to the program can go a long way in getting an off track apprentice back on track. No one likes to cause problems for someone else, but many times it causes more problems by not bringing up a situation.

You can help the Program and the apprentices by filling out the evaluation cards honestly and objectively. The more feedback we get, the better we can work with the apprentices.

Finally, we come to providing necessary funding. I’ll be honest with you. It’s expensive to run a quality apprentice training program.

One of the goals in going to the daytime training program was to increase the amount of shop time so the apprentices could get more hands-on training. We have met that goal, but it requires more consumable materials. Whether it is pipe coupons, welding rod, fittings, copper, fixtures, or electronics — all of it is expensive. It does no good to have more shop time if there is nothing to work with. We’ve also increased the Journeyman training. OSHA, Pipe layout, Crane signaling, Rigging, Med Gas, and CEU classes all require materials to varying degrees and extra instructor costs.

The Training Program is a far better program than it was three years ago, but there are still things to be done and changes to be made if we are going to meet the ever-changing demands of our industry. It takes money to do that. We really need the $0.20 increase to the Training Fund contribution in the Topeka and Lawrence Zones.

That will help to offset the drain from decreased work hours over the last few years. Does that mean there won’t be increases in the future? No. Like any business, our material and labor costs will continue to increase and it will necessary to increase the Training Fund Contribution to meet the need.

It is necessary to do what it takes to meet the needs of our membership, contractors, and our customers. Adequate funding of the Training Program is necessary to maintain and continue progress that has been made. Feedback and evaluation of apprentices will help the apprentices and the Program perform at a higher level on the job and in class. Jobsite mentoring is a cornerstone of apprenticeship and without it we are no better than our competition. These are our responsibilities and we are the only ones who can meet the need.

Kansas Jobs First

At the beginning of the 2012 legislative session, the Kansas House and Senate leaders chose Local 441 Apprentice Training facility in Wichita to present their “Kansas Jobs First” bill. The plan aims to ensure state spending goes to companies that employ Kansans; improve training programs; fix aging infrastructure and protect workers.


Congratulations to New Apprentices!

Lawrence, Topeka and Frontenac Graduates
Royce Wiley, Kyle McCall, Kirk York, Kellan Eck, Shane Hillebert, Chris Torrez, Thad Moberg, Dustin Roudybush [Not pictured: Adam Bower, Earl McNish, James Dean Cox, Levi Mercer, Marvin Vance]

Apprentices swearing-in
New group of first-year apprentices being sworn in at 11/14/2011 union meeting: Shane McAllister, Joshua Maness, Justin Nelson, Evan Britton, Brandon Helzer, Cody Webb, Jerry Leis
Fort Riley Hospital

Phil Petty, G.F. Brent Neis, Steward Dewayne Jones, G.F. Steve Otter

Brad Cyr, Ted Hitsman

Chris Clark and Pete McClintock

Steward Dewayne Jones, Foreman Tony Martin, Thayne Miller, Lonnie Hanson and Phil Martin

P&E Fab Shop

Shop Steward Chase Williams

Steve Watson and Zeb Pike

Pittsburg

Dennis Madere

Ted Ayon and Pat Schuck

Steve Brees and Justin Shepard

Stephen Davis worked on boiler replacement at PSA Technology Center.
Northeast High School is under construction at 53rd North and Rock Road in Bel Aire. It is scheduled to be in operation for the beginning of the 2012-2013 school year.

LU 441 Dispatcher Bill Urton, Foreman Shawn Myrick, Steward Charlie Funk, Superintendent Charlie Titus, Foreman Gary Perryman, General Foreman Ricky Morgan
We have a role in understanding our communities, connecting with business leaders, supporting a job creating atmosphere, and insuring the support we give complements our membership and their ability to maintain employment. There are many philosophies, theories, ideas about how we should operate as a local union to help foster job creation and gain market share.

It is important we stay pragmatic in our approach and maintain a positive and open mind to partnerships, and this may mean in some cases partnering with groups or individuals that in the past we have shied away from. We need to weigh out the decisions before us with good information and membership input, and always understand that there are outside threats to our local union’s future that we must consider.

Finally, there is no doubt that we must all hitch up to the wagon and pull the same way. Every member of this local union and every contractor has a vested interest in the successes we will have in 2012 and beyond. We have had to make tough decisions. Hard dialogues will continue to be had. Not all will agree, but what is best for the majority will prevail. We are challenged to be bold, fight for our best interests, be collaborative in nature and create a mentality that does not allow outside forces to diminish our local nor our interests, be collaborative in nature and create a mentality that does not allow outside forces to diminish our local nor allow our own negative self-talk to infect our membership.

**Changes in our Industry…**

One process of our industry that has continued to escalate and become more prevalent is the now in depth scrutiny required by many contractors and end users during the hire-in process for most projects. This involves not only the normal orientation and pre-hire paperwork, but also something that has become just as common — extensive background checks.

Unfortunately, many of our actions conducted while in our youth when mad or intoxicated have some very serious unintended consequences when picked up through these background checks. Word to the wise… do the right thing and make the right choices. These bad decisions that are made as a minor, juvenile, or young adult have a way of hanging around the record books and will pop up at the most inopportune times. A criminal record, records of default on legal obligations, bankruptcies, or just misconduct can severely limit your options. Some of these missteps can keep you off certain job sites and even go so far as to dictate where you can and can’t live.

Another important piece of job placement is current up-to-date licenses and certifications. Time is spent seeking remedy for members who have allowed licenses or certifications to expire. Remember, it is your responsibility to keep your licenses and certifications current.

Others may only be able to work in certain locations because of legal restrictions. Some may have been banned from working for certain contractors. This all limits the ability to properly staff certain projects. As a local we have limited resources when it comes to overriding most of these restrictions many times caused by bad decisions. Generally, we can only help you understand your options, which most likely will be limited.

Safety has certainly become front and center in the construction industry and for good reason. No one can deny the importance of providing a safe and secure working environment. And I’m certain all would agree that this safe environment would involve a drug-free work site. Testing to identify substance abuse has become a part of each and every day on many job sites. If you as an individual choose to indulge in activities related to substance abuse, I can assure you that your days as an employee on the jobsite are likely will be limited.

**Political Front…**

In the last election cycle, corporations outspent unions by a 15-1 margin. Is it any wonder Congress falls all over themselves enacting legislation that favors these contributions. Every congressional representative wants one thing… reelection. And corporate contributions fill election coffers. Trade unions, on the other hand, are not looking to maximize wealth or profits. They serve a different group, one concerned with putting food on people’s tables, providing quality health care, safe working environments, and a living wage.

The reality is that unions represent people. We are one of the few groups in American politics whose priorities go beyond their own memberships and promote a program that will benefit all working people. Union contracts protect workers whether they are union members or not. This priority for workers interferes with corporate priority, which is to make a profit. This profit making in many cases is without regard to the rights of the employees. Employers are not going to ensure workers good wages and benefits or even safe working conditions unless pushed by the workers themselves. And the way to push is to utilize the collective bargaining power of the union…many standing together as one.

Support candidates that support working families and the middle class.

God bless each of you and your families. Stay safe on the job and enjoy the upcoming summer!
Frontenac Area

Dear Brothers and Sisters:

Work here in Southeast Kansas is steady. We are involved in several projects such as EVONIK, the Iola Hospital, and Via Christi/Mt Carmel Hospital. Enbridge and the PSU Fine and Performing Arts Center are new projects on the horizon.

I am aggressively working on these two upcoming projects. One project which looks like it has gone south is the Sugar Creek Bacon Plant project. MCA, a non-union company from Carthage, Missouri, has gained this work. EVONIK could bid in May or June time frame. The good news is we have two union contractors looking hard at this project. The Via Christi/Mt Carmel Operating Room Expansion is still in the design phase. I have and will continue to stay in contact with contractor JE Dunn.

The first new project in the area is the Enbridge expansion project. This is referred to as the Flanagan South Pipeline. It is adjacent to the existing Spearhead Pipeline which runs through six counties in southeast Kansas. It starts in Flanagan, Illinois, and runs to Cushing, Oklahoma.

We have contacted them, which is a bit early, but it looks as though they are fast-tracking this project. At the earliest, there could be a mid-2013 bid date. The UA has been in contact with them regarding the Pipeline PLA talks. This gives the possibility of work on the pumping stations in contact with them regarding the Pipeline PLA talks.

The second new project in the area is the Pittsburg State University Fine and Performing Arts Center. This is a $30-million stand-alone complex with a power plant of its own. The bidding for this project could happen this year.

That’s about all from southeast Kansas. Have a great spring and summer. Always remember to be SAFE!

Fraternally Yours,

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

Stay Safe

Health and Welfare Trustees

Local 441 Health and Welfare Trustees met in Kansas City to review the current plan to insure it offers the best options for the membership.


UA Local #441 Plumbers & Pipefitters Monthly Union Meetings

KANSAS LOCAL #441 UNION MEETINGS
Second Monday of every month, 7 p.m.
(316) 265-4291/1330 E. 1st Street, Wichita

Next Meeting Dates:
May 14, June 11, July 9

UA LOCAL #441 RETIREE MEETINGS

Frontenac Area Retirees
Tuesday mornings at Home Café, Cherokee, KS 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 is the second Wednesday of every month (except December) at 9 a.m. at Spears Restaurant, 4323 W. Maple, Wichita.

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

Call Jim Wilbert at (316) 722-6859 to RSVP.

American Income Life

Just a reminder to all members: The Plumber and Pipefitters #441 is partnering with American Income Life to provide all members and retirees with a $2,500 Accidental Death and Dismemberment benefit at no cost.

In addition, you are also eligible for a health services discount program that provides your entire household with up to 60% discounts on prescriptions, vision care, hearing care and chiropractic care at participating providers.

If you have not yet sent in the reply card that was sent to you in the mail, you may complete the card online at www.ailife.com/benefits/SGLXD. Once you send in the reply card or reply online, an American Income Life representative will contact you to set up a time to deliver your benefits and explain additional supplemental insurance coverage available.

Due to an overwhelming response, the AIL representatives are working as quickly as possible to contact members who have returned the reply card. If you would like to be seen right away or have any additional questions, please feel free to contact Dee Hettinger, AIL Public Relations at 316-516-1788.

CONTACTS

Wichita (316) 265-4291 Training (316) 267-8508
Topeka (785) 354-8539 Training (785) 234-2006
Lawrence (785) 843-3151

Frontenac (620) 231-4280 Training (620) 724-6115

Local Union 441 Website: www.ua441.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/KS Annuity
(316) 264-2339 or (800) 423-6517

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 1-866-577-7101, option 5, for assistance and advice with your Mass Mutual investment account.

Job Hotline: (316) 269-2472
2012 LOCAL 441 KANSAS GOLF TOURNAMENT

Saturday, June 2, 2012
Lake Shawnee Golf Course
4141 SE Edge Rd, Topeka

8 a.m. Shotgun Start/Scramble Format
$60 per Player (includes lunch/2 drink tickets/prizes)

COUNT ME IN FOR THE GOLF TOURNAMENT!

Complete the following information to register yourself and/or a four man team.
If less than four names listed, a team will be assigned.

1.) Name: ______________________ 2.) Name: ______________________
   ☐ Local Union Member ☐ Local Union Member
   ☐ Non-Member ☐ Non-Member

3.) Name: ______________________ 4.) Name: ______________________
   ☐ Local Union Member ☐ Local Union Member
   ☐ Non-Member ☐ Non-Member

Make Check Payable to: Local 441

Proceeds will go to UA Scholarship Fund
For more info, contact Local 441 at (316) 265-4291; email@ua441.org; www.UA441.org.

We’re still looking for sponsors!
Thanks to our early sponsors who have already signed on:
Redstone Advisors, American Income Life, Work Force Alliance of South Central Kansas, Piping and Equipment and Pipefitters Local 533.

Call us if you’d like to sponsor this event!
Proceeds will benefit the UA Scholarship Fund.

Ronald (Rick) Brooks, 64, died November 22, 2011. Most recently of Topeka, Ks. Brother in good standing for 40 years.
Marvin “Ed” Fitzwater, Jr., 59, died December 30, 2011. Most recently of Blue Springs, Mo. Brother in good standing for 22 years.
Steven R. Hane, 53, died December 20, 2011. Most recently of Topeka, Ks. Brother in good standing for 17 years.
Billy T. Lane, 89, died March 5, 2012. Most recently of Maize, Ks. Brother in good standing for 63 years.
Verne L. Oswald, Jr., 60, died January 30, 2012. Most recently of Larkspur, Co. Brother in good standing for 37 years.

Working Man Blues
My first job was working in an orange juice factory, but I got canned ... couldn’t concentrate.
Then I worked in the woods as a lumberjack, but just couldn’t hack it, so they gave me the ax.
After that I tried to be a tailor, but I just wasn’t suited for it. Mainly because it was a so-so job.
Next I tried working in a muffler factory, but that was exhausting.
I wanted to be a barber, but I just couldn’t cut it.
Then I tried to be a chef — figured it would add a little spice to my life, but found I just didn’t have the thyme.
I attempted to be a deli worker, but any way I sliced it, I couldn’t cut the mustard.
My best job was being a musician, but eventually I found I wasn’t noteworthy.
I studied a long time to become a doctor, but I didn’t have any patients.
Now I’m a member of LU 441, and I haven’t gotten in hot water yet!