A Job Well Done by UA Members at NBAF!
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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
Jerry Short     (316) 250-1955
Now that the New Year is underway, we have a chance to look back and reflect on the events that took place in 2019. We have seen numerous jobs started and completed, as well as some long-term jobs winding down. We have welcomed new contractors and members to the 441 family, enjoyed time with our Brothers and Sisters at picnics and retiree banquets, and have lost people we love.

We also enjoyed the second-best year for manhours in 441 history — 2,251,714.20 hours — and this despite the slowdown in the past few months. Most importantly, we have set the stage for opportunities of growth for our members in the future. These future opportunities were made possible by two significant occurrences — the first being Wolf Creek Generation Station.

Construction was completed in 1985 by non-union piping labor and has been maintained primarily by non-union ever since.

**Until Now!** The Fall 2019 Shutdown was executed and successfully completed 100% Union for the first time in history. Securing this work is a major milestone and will provide untold man-hours for Local 441, but it was not simply handed to us.

Your Representatives worked tirelessly on nights and weekends talking to the welders and pipefitters working there about the benefits of becoming UA members. Their efforts paid off and we were told in early summer that Wolf Creek would be using 441 exclusively for the upcoming shutdown. Brothers and Sisters, this is the power of Organizing and I want to thank James Cottrell for taking on the lion’s share of the work to make this a reality.

The second event was the announcement that U.S. Engineering will be constructing a brand new 100,000+ square foot manufacturing facility in Lawrence, KS. Established in 1893, U.S Engineering has grown to be one of the nation’s leading mechanical systems specialists. This new facility will be home to U.S. Engineering Metalworks, the manufacturing arm of U.S. Engineering.

This business unit provides modular construction, multi-trade prefabrication, and advanced offsite constructions solutions. Products built here will be shipped to sites across the nation.

The building will be 100,000 square feet with the option to expand to 150,000 square feet in the future. The site will be on 25 acres allowing for staging, storage, and logistics.

U.S. Engineering Metalworks anticipates about 80 team members initially working in the facility, growing to about 140 team members within five years.

These new opportunities will allow Local 441 to continue to grow and prosper in the future. Our future is also looking bright thanks to our group of new journeypersons.

Congratulations to all of those who completed their apprenticeship program this year. We are counting on all of you to work hard and keep our retirement and welfare funds healthy so one day you can retire with the dignity everyone deserves.

Speaking of retirement, I want to thank Joe Pucci for his many, many years of service to the Local. Joe and Cindy Pucci will be closing C&J Benefits, our current Third Party Administrator for the 401k plan, at the end of 2019.

Joe was extremely passionate about his role and has always worked hard for the members and their families. We congratulate Joe on his accomplishments and wish him a long and happy retirement.

Upon announcement of C&J Benefits closing, it was necessary for
Happy New Year Brothers and Sisters!

In November, in conjunction with National Apprenticeship Week PPATKS held an open house at the Wichita Training Facility. Approximately 75 potential students and interested community members toured the facility. I can say that they were quite impressed with what we have to offer and the training being given at LU 441. I would like to thank all the instructors, staff, and students who helped with the open house. Everyone worked very hard to make this event a success.

During the open house, Keith Lawing, Executive Director of the Kansas Workforce Development Center, who is also one of our career placements partners, was able to arrange an interview with a local television station. A reporter was sent out to interview some of the students. We were very pleased to receive positive press on our school and our activities. As a result of that news clip, we have received several calls inquiring about our program. We have directed these inquires to apply at the next open enrollment.

Going forward into the new year, it is important to continue our growth movement. You may not be aware that in the next five years, nearly 1/3 of our members will be retiring or at retirement age. This will contribute to our already lacking skills gap numbers.

According to the Department of Labor, projected job openings in many building trades continues to increase. The Bureau of Labor Statistics projects that there will be better than average employment in the building trades at least through 2026. The only problem is, there simply may not be enough workers to employ. In order to meet the needs of the economy, replace retiring members, and for growth for our organization, we need to be at approximately 550 students in five years.

For our local union to grow and be successful, we must continue to reach out to the younger population to fill our increasing skills gap. Currently, high schools program youth to go to college. As you know, the cost of higher learning at a college or university continues to soar. We can help our youth achieve those higher education goals while they learn on the job.

Each one of us can reach out to someone and spread the word about our program and what we offer. I would encourage all to talk to someone about what you do and how meaningful this career has been for you. We have been the best kept secret for much too long. If you know of a school or organization who could benefit in hearing about what we are about, please let me know. I would be happy to go visit them.

Keeping up to date with technology, tools, and education is one of the cornerstones for our organization. The training centers are working hard to stay on the forefront of the industry. At the Topeka facility, instructors have been working tirelessly to complete the first of several upgrades to enhance the shop space. You may have been to training at the Wichita Training Center and realize that we are cramped for space. In order to grow our organization we need more room for shop and classroom spaces. We are working on a plan to fix our space problem which will allow for growth over the next couple of decades.

From all of us at PPATKS, we hope that 2020 finds you Healthy and Prosperous.

Fraternally,

John Clark, PPATKS Training Director
New Apprentice Swearing-In Ceremony Oct. 14, 2019


PPATKS Completion Banquet held Aug. 24, 2019
Brothers and Sisters,

Work in Zone 2B is steady on the commercial and industrial and has also picked up a bit on the fabrication side. P1 Group has ongoing maintenance work at Kansas University, upcoming work at ICL Chemical Plant, and their production shop is supporting several jobs in the UA.

McElroy’s has ongoing contract and service work in the area. They also have a part of Kansas University’s service maintenance contract as do US Engineering and P1 Group.

Taylor Forge Engineered Systems has been working overtime as needed most of this year building launchers and catchers for Williams Transcontinental Pipe Line and Union Gas. Rodríguez Mechanical has work scheduled into August 2020 at the new Lawrence Memorial Hospital (LMH) Outpatient Facility. We have several service contractors in the area which include: Design Mechanical, Lippert Mechanical, McElroy’s, P1 Group and Vasquez.

Piping and Equipment has been working at the East Kansas Agri Energy in Garnett, Ks on a Hydrogen unit used in making Bio Diesel. It was great to see our contractors in areas we haven’t been for a couple years and bringing up the union market share. The work was completed end of November and hope to be involved with upcoming work.

We have a couple of small contractors in the area at Simmons Pet Foods in Emporia (Pro Mechanical and Anderson Mechanical.) For upcoming work, Anderson Mechanical plans to pick up a crew at Simmons in Emporia the first of January and they are bidding three jobs at ICL in Lawrence.

Day & Zimmermann has a spring outage at Lawrence Energy Center scheduled for March. We will get more information on the duration and scope of work at the pre job meeting.

The city of Lawrence has recommended a site north of Sixth Street and Wakarusa Drive as the location for a new 18.5 million police headquarters facility. City commission recently approved a construction management agreement with Turner Construction.

US Engineering has acquired 20 acres in the Lawrence East Hills Industrial Park to build a new Production Facility which will also bring up market share for our #441 members.

Wishing everyone a safe and prosperous 2020.

Fraternally,
James Cottrell (785) 215-1360
Lawrence Business Representative

Zone 2B
Lawrence Area

Protect our Postal Service
The quality, vital services we’ve come to expect from the U.S. Postal Service are at risk of being privatized if the next Postmaster General isn’t committed to uphold the Postal Service’s public mission.

Stop the Postal Sell-off:
Say NO to a Privatizer as the Postmaster General
The public service mission of the Postal Service has made it the most popular federal agency. However, this public good is at risk if we don’t all act soon.

In June 2018 the White House announced proposals to privatize the Postal Service. Now Postmaster General Megan Brennan has announced her departure as Postmaster General in January 2020.

The Postmaster General has wide powers to shape the mission of USPS and there is a real risk that Brennan’s successor could hand over parts of the service to private, profit-making corporations and prepare it for a wholesale sell-off.

The people will rightly expect a new Postmaster General who will uphold the Postal Service’s public mission and will work to preserve and enhance our national treasure.

Add your voice. TAKE ACTION: USMailNotForSale.org
BLS Numbers Are In—But They Don’t Tell the Whole Story

The Bureau of Labor Statistics (BLS) recently released its annual report on union membership.

The numbers reflect both the tremendously difficult barriers workers seeking to form a union continue to face and the unmatched resilience of working people in our desire to win bargaining power on the job.

But make no mistake: 2019 was a year of undeniable momentum for collective action and collective bargaining.

The following are just a few examples of the extraordinary ways workers stood together in 2019 to fight for our workplaces and communities:

• Following 2018’s notable year of teacher activism, thousands of teachers went on strike in states like Colorado and West Virginia. In Chicago, CTU-AFT members walked out for a historic 11 days, winning a 16% salary increase over five years.
• More than 30,000 Stop & Shop workers and UFCW members in New England fought and won a three-month battle for better pay and benefits.
• Nearly 50,000 UAW members at General Motors Co. walked off the job on Sept. 16, starting one of the longest and largest automotive strikes in decades.

After 40 days on the picket line, GM workers secured a contract with higher pay, no change to their health care plan, a defined path for temporary workers and improved time off policies.

• 20,000 CWA members in the Southeast went on strike to protest unfair labor practices at AT&T, winning a new contract with higher wages and additional job security.
• Graduate student employees across the country fought for basic workplace protections. Just weeks ago, at Harvard, thousands of recently organized student employees and UAW members went on strike as they sought a first contract.

DUES PAYMENT REMINDER

Keeping track of your union dues payments is as simple as marking a calendar or setting a reminder on your phone and this prevents a lot of needless trouble for both you as a UA441 member as well as office staff.

All too often, members fall into dues delinquency and incur additional costs, not because of long standing financial difficulties, but just poor record keeping.

Local 441 staff attempt to keep you from reaching delinquency by sending red arrears letters by mail and by sending a text when you are in danger of delinquency. But it is up to each individual member to keep track of their monthly dues.

UA Delinquency

But whatever the reason, falling behind on your monthly dues is bad news and members have to follow the rules of the United Association to return to good standing.

Any member who falls more than three months behind in dues payments automatically becomes delinquent. NO notification is required. Delinquent members are not entitled to any union rights, privileges or monetary benefits.

UA Constitution, Section 157 regarding Suspension of Member states: A member owing over three (3) months’ dues shall automatically be suspended from membership without notice of any kind. A suspended member is denied all rights and privileges and is not entitled to any Eligibility for Office in Local Unions and Section 124-Eligibility to Vote at Local Union Elections.

$50 Reinstatement

A delinquent member returns to good standing by paying all back dues through the current month, plus a $50 reinstatement fee. The reinstatement fee cannot be paid until all back dues/current dues are paid in full.

A reinstated member is immediately entitled to full participation in local union meetings but must wait 90 days after paying their reinstatement fee before being entitled to monetary benefits.

So keep careful track of your dues payments. It helps keep the union books up to date and it maintains your status as a member in good standing.

Please note, Local 441 members are now able to pay dues online through our website at www.ua441.org or by using the ISAQQR App.

(BLS cont’d on page 8)
Greetings
Brothers and Sisters,
Right now, we are in a slowdown in the Topeka/Manhattan/Junction City area. There is some work coming and steel is going up at the Stormont Vail Clinic in southwest Topeka. Steel is also underway at the NU-TEX ER and Hospital at West Ridge Mall. Holton Hospital expansion underground has been installed. The Junction City High School is underway as well as work at Fort Riley. The motel at Prairie Band Casino is behind but showing some progress in the last few weeks. Work is ongoing at the Topeka VA Hospital with multiple contractors on site.

Our Industrial Maintenance contractors and members are continuing their great work at Frito Lay, Smuckers, Hills Futamura, and Goodyear with our members. A Walmart distribution Center was just announced for Topeka and we will be working to secure that work for our local contractors and local 441 labor. Local 441 has and will continue to be very aggressive working with our signatory contractors to secure work for our members.

Local 441 can be proud of the help we gave to candidates running for local offices this year. Victories at the county and city levels will only help our members in the future. I would like to see our members dip their toes in the political scene — whether it is for School Board, Commissioner, or as a precinct committee person.

It doesn’t matter which party you belong to as long as you help your brothers and sisters out. This goes for any candidate. We will support you if you are “with us.” For too long we have just used our PAC dollars to gain influence. We have gained influence and now it is time to take the next step. If you are interested, our local union will help you contact the people that can help.

Please remember and help those among us that have come upon difficult times. We all know of 441 members that need a helping hand at times. Maybe it is just a phone call, a gift certificate for groceries, or a ride to a doctor appointment. Take a moment and be thankful for all we have as union members.

Those hard earned benefits can be taken for granted at times.

I would like to draw your attention to the Kansas Alliance of Retired Americans. The purpose of the Kansas Alliance is to create statewide network to educate and inform the public of issues that affect retirees and those who will be retiring soon.

www.RetiredAmericans.org
facebook.com/retiredamericans

Fraternally,
Rick Salyer
Topeka/Manhattan
Business Representative – Zone 2A
Office: 785-354-8539
Cell: 785-423-4995
Email: rsalyer@ua441.org

Unions used our collective political power to expand organizing rights in 2019. The labor movement has elected thousands of union members to public office after passing our 2017 convention resolution, and it continues to pay off.

We won public sector collective bargaining in Nevada (similar efforts are underway in Colorado and Virginia), farmworker collective bargaining in New York, and logger and wood hauler collective bargaining in Maine.

And in California, AB 5 is a landmark law to prevent the misclassification of employees as independent contractors that will protect the rights and improve the working conditions of more than 1 million workers.

Meanwhile, public approval of unions continued to rise in 2019, reaching a nearly 50-year high. This comes at a time when union activists in unorganized workplaces are gaining momentum, specifically in the hospitality, electric bus manufacturing, technology, video games and media industries. It’s worth noting many of these dozens of campaigns in digital news have yet to be ratified—meaning there are hundreds, if not thousands, of new union members unaccounted for.

And all of this forward progress is despite a federal government that is actively making it harder to form a union. A highly politicized National Labor Relations Board (NLRB) is abandoning its mission to uphold and protect workers’ right to form unions and bargain collectively, as
employers are violating the law in more than 40% of all union election campaigns.

This comes on the heels of the Janus decision allowing workers a free ride to be covered by union protections without paying dues, throwing out 40 years of legal precedent in an effort to undermine collective bargaining in the public sector.

Despite these unprecedented attacks, many of the AFL-CIO’s public sector unions still grew in 2019.

Finally, to create a level playing field for union organizing, the House of Representatives soon will consider the Protecting the Right to Organize (PRO) Act. If passed, it will be the most significant piece of pro-labor legislation since the 1935 National Labor Relations Act (NLRA).

The PRO Act protects working people when we form unions, protects the right to strike, rolls back “right to work,” includes first contract arbitration, and provides substantial relief for workers whose rights have been violated and real penalties for employers who break the law.

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**BLS.gov**

The Bureau of Labor Statistics is a unit of the United States Department of Labor.

It is the principal fact-finding agency for the U.S. government in the broad field of labor economics and statistics and serves as a principal agency of the U.S. Federal Statistical System.

The website offers many useful data tools and reports.
Dear Brothers and Sisters,

I want to start off my letter by saying I hope all my #441 brothers and sisters had a Happy Thanksgiving and a very Merry Christmas and that the New Year brings you all peace, joy and good health.

There is no need to sugar coat it, work for Local #441 in the state of Kansas is very slow at the moment. The past five to six years we have been booming with work and have needed the help of travelers to man all of the work that we had.

Our sister locals and locals from all over the country have been able to put our brothers and sisters to work and will continue to do so in the coming months. Locals from Omaha, Kansas City, Tulsa and Oklahoma City, to name a few, are some of the locals that have been able to help us out greatly while work is slow here in Kansas.

Fortunately, our industrial work has stayed pretty steady across the state and this work has been able to keep a lot of our brothers and sisters working. Projects that are going on the commercial side have been slow to man up and with this our contractors have not been able to pick up any additional manpower.

I know that it cannot come soon enough, but we are looking forward to the Junction City High school and the casino work to take off and start calling out for additional manpower. Coffeyville Refinery has been steady with work and some of our local contractors have been able to pick up more of that work.

We have outside union contractors that have been able to secure some of the work at the Coffeyville Refinery and this is a good sign for the future. We will continue to reach out to locals all over the country so we can put our brothers and sisters to work while we are slow here in Kansas.

In closing, I would like to say thank you for what you do every day and for all the hard work. If there is anything I can do or help you with please do not hesitate to call me or come by the hall.

Fraternally Yours,

Steven E. Watson
(316) 265-4291
441 Business Representative/Dispatcher

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The Origins of Prevailing Wage Laws

Prevailing wage laws are critical in maintaining quality in the construction industry. The concept and original legislation were conceived by two Republican U.S. Senators, James J. Davis of Pennsylvania and Robert L. Bacon of Long Island, New York.

In 1927, Davis was angered to learn that an Alabama contractor won a bid to build a veteran’s hospital in his Pennsylvania district. The contractor that won the bid hired unskilled workers from outside of Pennsylvania.

Davis believed that labor conditions and labor wages need to be legislated by the local government. The Federal government has a responsibility to comply with the local standards of wages and labor prevailing in the locality where the construction is taking place, and contractors and skilled tradesmen should be hired for construction projects based on local standards.

According to Davis, out-of-state contractors should not be profiting at public expense by underbidding local businesses and importing low wage, low skill workers. Setting locally based wage standards for public projects to ensure fairness and allow local contractors to compete for bids on an equal basis. Their legislation, known as the Davis-Bacon Act, was passed in congress in 1931 and became the model for state prevailing wage laws.

Through the years, prevailing wage legislation has provided an important incentive for quality construction, on job safety, expansion of union apprentice program, and jobs that pay decent wages. Contractors that want to skirt safety regulations and standards continually lobby to eliminate prevailing wage.
In Memoriam

Most recently of Wichita, Ks. Member in good standing for 52 years.

Charles “Pete” Earl Copp, 88, died December 8, 2019.
Most recently of Auburn, Ks. Member in good standing for 68 years.

Donald Gene Cottrell, 91, died December 1, 2019.
Most recently of Perry, Ks. Member in good standing for 65 years.

Moses Matthew Hardy, 74, died September 27, 2019.
Most recently of Topeka, Ks. Member in good standing for 46 years.

Most recently of Wichita, Ks. Member in good standing for 29 years.

Brandon James Henderson, 32, died November 27, 2019.
Most recently of Wichita, Ks. Member in good standing for 5 years.

Lee Allen Humbolt, 72, died November 9, 2019.
Most recently of Derby, Ks. Member in good standing for 51 years.

Patrick Joseph McLean, 63, died August 8, 2019.
Most recently of Scammon, Ks. Member in good standing for 25 years.

Jack Archer Myers, 64, died January 3, 2020.
Most recently of Halstead, Ks. Member in good standing for 40 years.

Daniel Joe Ramsey, 49, died June 27, 2019.
Most recently of Kincaid, Ks. Member in good standing for 11 years.

Walter Francis Shook, 80, died November 24, 2019.
Most recently of Wichita, Ks. Member in good standing for 57 years.

Glenn Lloyd Stehman, 93, died July 31, 2019.
Most recently of Hesston, Ks. Member in good standing for 58 years.

George E. Todd, 93, died June 19, 2019.
Most recently of Augusta, Ks. Member in good standing for 72 years.

Richard Clyde Turpin, 80, died May 21, 2019.
Most recently of Emporia, Ks. Member in good standing for 42 years.

Most recently of Topeka, Ks. Member in good standing for 73 years.

John Stanley White, 90, died September 26, 2019.
Most recently of Wichita, Ks. Member in good standing for 66 years.

Most recently of Topeka, Ks. Member in good standing for 69 years.

Notices of brothers and sisters who have passed on
are posted on our website as we receive them: www.ua441.org.
Click on “Member Information” and “In Memoriam.”

Member Paul Miller
represented LU441 at
the Lawrence Chamber
Golf Tournament on
May 17, 2019.

Retiring?
Recently married?
Sick? Disabled?
Other recent major
life changes?
Make sure the
Hall knows!
Call (316)
265-4291.
Brothers and Sisters,

Southeast Kansas is kicking off the New Year with work at the Coffeyville refinery. We will have CTS doing work inside on the turnaround. The refinery will start doing background checks to enter the plant so it will help if you can get the TWIC.

Piping & Equipment just finished up a project in Coffeyville at the Tank farm. This went very well and hopefully this will open doors in the bidding process for the turnaround in February.

Logan & Company is still doing maintenance projects for the refinery at Coffeyville and are looking to fill the void when needed during the turnaround this February.

In other news: we have finished up some small maintenance projects for Empire at Riverton and State Line; Day & Zimmermann at the Parsons Ammunition Plant was in negotiations on plant maintenance for a couple of months.

A five-year contract was signed with increases as follows: December 5, 2019 - 3%, December 5, 2020 - 3%, December 5, 2021 - 3%, December 5, 2022 - 2.75% and December 5, 2023 - 2.75%, and the contract ending December 4, 2024.

Organizing has slowed for now, but the outlook for 2020 is great with all of the upcoming work for the UA throughout the country. We welcome any welders interested in joining the UA.

As always, feel free to contact me as needed.
Succeeding Together By Adam Bartley, 4th Year Apprentice

Success is often defined as finishing a task, reaching a desired goal, or completing a milestone achievement. The Plumbers and Pipefitters Apprenticeship Training of Kansas, Local Union 441 is the embodiment of teamwork through its partnership with contractors. The apprenticeship program offers both classroom-style certifications and hands-on training while the contractors offer on-site job training to learn necessary skills. The pairing of apprentices, journeymen, and contractors strengthens community ties and promotes the vision of succeeding together.

As a veteran of the United States Army, I believe that success is attained through hard work, determination, and teamwork. The lessons learned from an Iraqi combat zone, such as the importance of reliability, open communication, and trust in others illustrate how to succeed as a unit. A unit is only as strong as its weakest link, which is why I place so much value in working together to succeed. From the native Arabic translator to the Infantry Squad Leader of the Long Range Surveillance team, we depended on every member of the team in order to complete missions and safely return home.

The brotherhood formed by volunteering for the United States Army has made tremendous impact on my life. I was deployed for approximately one year in a hostile country, forming bonds with my brothers-in-arms. We shared experiences and hardships that the average United States citizen will never understand. I learned to recognize the strategic value of succeeding together while stationed in one of the most active insurgent areas of Iraq.

My service in the military was one of the contributing factors for joining Local Union 441. The atmosphere of bonding, working together, and supporting each other to attain success is motivation to better myself through this apprenticeship program. Local Union 441 offers the same sentiments of brotherhood that were present during my tenure with the Army.

Experience with Wichita-based contractor Central Consolidated, Inc. has allowed for a plethora of exposure to various job sites — from aerospace engineering to the crawlspace of a church. The partnership with several journeymen illustrated a systems approach to success. As stated by Thinking in Systems, “a system is an interconnected set of elements that is coherently organized in a way that achieves something” (Meadows, 2008).

The structure provided by the apprenticeship program is a system organized to produce skilled workers in a valuable trade. Local Union 441 is the only place to learn these highly certified, qualitative skills. Apprentices learn valuable trade skills, journeymen collaborate with project management to meet critical deadlines, and contractors benefit from local union labor force skilled in particular areas. The collaboration between Union and contractor is designed to continuously drive results, complete industrial expansion, and create diversity within the local workforce.

Conclusively, teamwork is the single most important element of succeeding together. The experiences gained while in service to our country have continued to motivate me to see a career that places value in brotherhood. The Plumbers and Pipefitters Apprenticeship Training of Kansas, Local Union 441 supports members from apprentices, journeymen, foremen, and the contractors that support local business and benefit the economy. Keeping in mind a systems approach to success, the elemental factors from apprentices to contractors lead to organized achievements.

From reading and drafting blueprints to manufacturing specific parts, Local Union 441 partners with contractors to provide outstanding service and quality craftsmanship. Area contractors recognize the strict standards set by the Union and select to work exclusively with Local Union 441, as the distinguished curriculum sets our members apart from competitors. The Union and the partnerships with various contractors are dependent on one another to succeed, a testament to the vision of succeeding together.

References
A shout-out to the contractors (US Engineering, Mann Mechanical and Alexander Mechanical) for the NBAF and Mike O’Mara, UA International Representative, for visiting the project in Manhattan, KS.

The National Bio and Agro-defense Facility, or NBAF, will be America’s foremost animal disease research facility. It's being constructed by the U.S. Department of Homeland Security.

The $1.25 billion facility is a biosafety level-4 laboratory and will replace the aging Plum Island Animal Disease Center in New York. NBAF is expected to be operational by 2022-2023.

After a three-year site selection process, Manhattan, Kansas, was selected as the location for NBAF. The facility is under construction on Kansas State University's Manhattan campus and is adjacent to the university’s Biosecurity Research Institute. This strategic location places NBAF near important veterinary, agricultural and biosecurity research and expertise.

For more information: https://www.k-state.edu/nbaf/

Remember the dead.
Fight for the living.

Worker’s Memorial Day
• April 28 •

An international day of remembrance and action for workers killed, disabled, injured or made unwell by their work.

Every year more people are killed at work than in wars, often because an employer decided their safety just wasn’t a priority.

BE SAFE ON THE JOB!!!
Contact Information

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

Local Union 441 Website: www.UA441.org
PPATKS (Training) Website: www.ppats.org
United Association Website: www.UA.org

The Health & Welfare Office handles your Local 441 Pension information 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.

Health & Welfare Office www.ppi-fund.org (316) 264-2339 or (800) 423-6517
Cigna www.cigna.com (800) 244-6224

Create your personal portal at www.MyCigna.com for a list of Doctors, Pharmacies, Specialists, a copy of your ID card, etc. Please note you have access to certain health care services through Cigna’s Telehealth Connection.

Telehealth Connection allows you to obtain care for a wide range of minor, non-life-threatening medical conditions. You may register for Amwell by phone at (855) 667-9722 or online at www.amwellforcigna.com. You may register for MDLIVE by phone at (888) 726-3171 or online at www.mdliveforcigna.com

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

If you have a Pension through the United Association, call the National Pension office with any questions related to your National Pension.

RETIRING?! Ready to start the paperwork?
Please request an application for a retirement packet from National Pension. Also request a work contribution history report from National Pension as this will assist you in the process.

Please also contact the union hall to let us know your official retirement date.

National Pension (800) 638-7442
Local Pension (316) 264-2339 or (800) 423-6517
Kansas Retirement Annuity (KSR-401k) (620) 232-3799

Ben Newhouse is Local 441’s Independent Financial Advisor for KSR (401k).
Members, please feel free to give him a call at 1-855-369-7100 for assistance and advice with your Mass Mutual investment account.
New Lawrence Memorial Hospital (LMH) in West Lawrence, KS.
Scheduled occupancy in August 2020.

Rodriguez Mechanical member **Daryl Briggs** working Med Gas systems at LMH West in Lawrence.

Rodriguez Mechanical #441 member **Charlie Welsh** working Plumbing and Med Gas systems at LMH West Lawrence.

Piping and Equipment building a new hydrogen system for **East Kansas Agri Energy** at Garnett, Kansas.
P1 Group Production Facility. **Matt Wingert** setting up stainless fabrication going to the new Circa Resort and Casino in downtown Las Vegas scheduled to open December 2020.

**Jeff Pedro**, Taylor Forge Engineering, working on a launcher going to Williams Transcontinental Pipe Line.

Rodriguez Mechanical #441 member **Ryan Tucker** working plumbing and Med Gas systems.

**Yogi’s Memorial**

On May 13, 2019, Richard Taylor dedicated a memorial display case to the 441 Union Hall in memory of Brother Roger “Yogi” Naylor in appreciation for his many years of service.

**MINK BASS TOURNAMENT**

**SAT., MAY 2, 2020**

The MINK Bass Tournament will be held on May 2nd, 2020, at Rock Harbor Resort Marina (Lake Road 5-35, Sunrise Beach, Missouri 65079).

More information available at [www.MINKBassTour.com](http://www.MINKBassTour.com) or by calling Shipmate Vicki at 816-778-5166.
Retiree Recognition: Topeka Lawrence

Donald Cottrell  
65 Years

Gary Boaz  
55 Years

Clayton Merritt  
50 Years

James Frost  
40 Years

Kirk Miller Sr.  
40 Years

Raymond Schrader  
25 Years

Denis Wittman  
25 Years

Retiree Recognition: Frontenac

Alan Drenik  
55 Years

Edwin Kratz  
55 Years

Barney Bell  
50 Years

David Pintar  
45 Years

Joe Pucci  
45 Years

Robert Williams  
45 Years
Retiree Recognition: Wichita

Edward Hardison
60 Years

Jerry Runyan
60 Years

Tom Strickland
60 Years

Tim Ashlock
50 Years

Jim Beery
50 Years

Richard Drinnen Sr.
50 Years

Gib Lane
50 Years

Melven Parscal
50 Years

Michael Kilpatrick
45 Years

Stephen Mick
45 Years

Bill Urton
40 Years

Eric Barr
30 Years

Thank you!
Roses are red, violets are blue,
UA Retirees are the best
And we appreciate you!
the Trustees of the plan to obtain a new administrator.

After much consideration, Benefits Management Group Inc. (BMGI) was chosen to fill the empty position. BMGI is a Third-Party Administrator (TPA) based in Oak Brook, Illinois, with multiple offices in the Midwest.

BMGI was established in 2003 and is solely focused on Taft Hartley Trust Funds administration. Their proprietary computer system is web-based and maintained on a fully secured Cloud platform.

Individual participants have access to their work history and accrued benefit on a Fund specific website. Employers will have similar specific information on the dedicated Fund website.

Going forward, this web-based solution will allow the Fund to communicate using email and other electronic methods in addition to traditional methods of communication.

The phone number for the 401k Fund Office will also remain (620) 232-3799. More information will be mailed to the members in the coming weeks.

On December 27, 2019, an explosion rocked Textron Aviation in Wichita. There were over a dozen 441 members working in and around the building at the time of the blast. (See photos on page at right.)

Amazingly, none of our members were seriously injured despite a couple of them working mere feet away from the piece of equipment that failed and others in vehicles directly outside the building.

This accident was a “near-miss” for the record books and truly shows how fast things can go wrong in the industry we work in.

The fact that no deaths or life threatening injuries occurred is nothing short of a miracle and we are blessed that all of our Brothers walked away.

Please continue to work safely and watch out for all of your Brothers and Sisters.

I hope you and your families had a very happy holiday season!

Fraternally Yours,
Brian Burnett,
Business Manager and Financial Secretary-Treasurer

2020 HOLIDAY SCHEDULE

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday, May 25th</td>
<td>Memorial Day Holiday (All Zones)</td>
</tr>
<tr>
<td>Saturday, July 4th</td>
<td>July 4th/Independence Day Holiday (All Zones)</td>
</tr>
<tr>
<td>Monday, September 7th</td>
<td>Labor Day Holiday (All Zones)</td>
</tr>
<tr>
<td>Thursday, November 26th</td>
<td>Thanksgiving Day Holiday (All Zones)</td>
</tr>
<tr>
<td>Friday, November 27th</td>
<td>Day After Thanksgiving Holiday (All Zones)</td>
</tr>
<tr>
<td>Thursday, December 24th</td>
<td>Christmas Eve Holiday (Zones IB, IIA, IIB)</td>
</tr>
<tr>
<td>Friday, December 25th</td>
<td>Christmas Day Holiday (All Zones)</td>
</tr>
</tbody>
</table>

Next Meeting Dates:
March 9th, April 13th & May 11th

Benefits Management Group, Inc.
BMGI is our new Third Party Administrator for the KSR (401k) Plan.
BMGI maintains a secure portal where you can view your work history and reported hours.
Navigate to https://www.bmgiweb.com/441 and click on “New User” to set up your account.
This is in addition to the access you have to the MassMutual website. Questions? Contact BMGI:
Benefits Management Group, Inc.
1520 Kensington Rd – Suite 200
Oak Brook, IL 60523
(620) 232-3799
OFFICE NOTES!!!

2019 COURTESY TAX INFORMATION
Local #441 office staff has mailed information about 2019 dues, work assessment, etc. paid by you to Local #441 for tax purposes.

This is a courtesy provided by your Local Union and is NOT A LEGAL DOCUMENT.

2020 MEMBER DUES
At the 2016 UA Convention, per capita adjustments were made and took effect in 2018. No additional per capita adjustments were made for 2019 nor 2020, so member dues will remain the same for 2020.

2020 WAGE RATE CHANGES
For this coming year the increases to total package effective June 2020 will be: Zone 1A (Wichita) $1.20; Zone 1B (Frontenac) $0.75; and for both Zone 2A (Topeka) and Zone 2B (Lawrence) $1.20.

MEMBER DUES CARDS
New 2020-2022 Member Dues Card were mailed out on January 8, 2020.
Take a moment to review the letter that comes with your card and verify we have all your information listed accurately. The letter shows who Local 441 shows as your current 441 Death Benefit Beneficiary.

This beneficiary is ONLY for the 441 Death Benefit Program. If this information needs to be changed, a new blank form on gray paper is enclosed for you to complete. You must have two witnesses (witness cannot be your beneficiary) to your signature. If the beneficiary listed is correct, you do not need to complete a new form.

There is also a "new" UA Beneficiary of Burial Expense form on turquoise paper that we do need all members to complete. Please make sure to have two witnesses to your signature. Again, your beneficiary cannot be one of your witnesses.

Fifteen people were injured on Dec. 27 when a large autoclave ruptured in Textron Aviation’s Plant 3 building. Several LU441 members were in the area at the time, but none had extensive injuries.

Textron Explosion

**2020 LOCAL 441 KANSAS GOLF TOURNAMENT**
**SAT., AUG. 1, 2020**

Shawnee Lake Golf Course
4141 SE East Edge Road
Topeka, KS

8 a.m. Shotgun Start/Scramble Format

$80 per player includes lunch, two drink tickets, prizes & gifts!!!

Proceeds benefit the UA Scholarship Fund.
Sponsorships available.

GO TO YOUR WEBSITE TO FIND FORMS:
UA441.ORG
GOOD CAUSE! GREAT FUN!
Money-Saving Programs For
ALLIANCE MEMBERS
AND THEIR FAMILIES

Union Plus Retiree Health Insurance Program
Find the right Medicare supplement, Advantage, and/or Prescription Drug plan for you and your family. Speak to a licensed insurance agent Mon-Fri, 8 am - 8 pm ET. Call 888-680-4770 (TTY Users 711) or visit unionplus.org/retireehealth.

Union Plus Vision, Dental & Health Savings
Cut your family's out-of-pocket health care expenses with discount plans for vision care, dental care, prescription drugs, hearing care and more. Visit unionplus.org/healthsavings.

Union Plus Vacation Tours
Save up to $100/person on travel tours to destinations around the world. Plus, use offer code UNIONSAVE to find out about seasonal offers discounted by up to $500 per person. For reservations or to learn more, visit unionplus.org/tours or call 844-868-2685.

Union Plus Flower & Gift Discounts
Save 20% on hand-delivered flower arrangements, gift baskets or plants from Teleflora. 100% satisfaction guaranteed. Visit unionplus.org/flowers.

Union Plus Everyday Discounts
Your one stop shop for booking travel and accessing discounts on movie tickets, shopping, restaurants and more. We also offer savings at theme parks (including Disney), concerts, theaters and sporting events. Visit unionplus.org/entertainment.

See more at unionplus.org
REGISTRATION
OFFICIAL REGISTRATION FORM

A registration form entitles the member to attend the Kansas Alliance for Retired Americans Founding Convention. All individuals may vote for officers for the Kansas Alliance for Retired Americans as long as they are a member in good-standing of the Kansas Alliance for Retired Americans with registration fees paid.

PLEASE REGISTER FOR ATTENDANCE

Name: ___________________________  Union or affiliation: ___________________________

Address:
__________________________________________________________

City / State / Zip:
__________________________________________________________

Phone:
__________________________________________________________

Email:
__________________________________________________________

Union or Community Organization (if applicable):
__________________________________________________________

Union or Community Member or individual: $15 mail in or pay at door.

Kansas Alliance for Retired Americans
Attn: Joe Abbott
1607 N. Chambers
Wichita, KS 67212

If you have any questions about your registration, please contact Interim President Benjaneen Easter, at (620) 513-6750 or benjype55@gmail.com or Interim Treasurer Joe Abbott, at (316) 295-9987 or abott_joe@yahoo.com

All members have voting rights.
Please duplicate for multiple registrations.
Members and officers of LU441 attended the AFL-CIO Convention on Nov. 19, 2019, in Mayetta, KS.
From L-R, LU441 Business Representative Rick Salyer, Will Jones, LU441 Business Representative James Cottrell, LU441 Business Manager Brian Burnett, Paul Miller, Jesse Kealy, Russell Ridgeway and Bryan Morris.