Brothers and Sisters,

I would like to update you on what has transpired with your Local Union since the last article in the Kansas Pipeline.

In the previous Newsletter, I mentioned four items that needed to be completed for the current consolidation to be finalized and allow us as a Local Union to conduct an election in June. Number one was the current dues and assessment structure had to be standardized. That has happened. Thank you to all the Members for your support in this matter.

Second, the by-laws for Local 441 need to be written. This is in a process that is ongoing. The by-laws are scheduled to be completed by February 15 and then must be submitted to the UA office for review. I have enlisted the help of all Local 441 Officers to assist in creating this document and also have attempted to gain input from the Membership. Again, thank you for your comments.

Third, the various Joint Apprenticeship Committees (JAC’s) need to be combined so as to be governed by one statewide committee. We have had several meetings concerning this and it appears this task is rapidly coming together. This too should be completed by late February.

Fourth, is the combining of the two defined contribution retirement plans currently available to Members of Local 441. The two Plans are, The Plumbing and Pipefitting Industries Retirement Fund of Kansas and The Local 441 Plumbers and Pipefitters 401(k) Plan. As of this writing, both Trustee groups have met, and the consensus is to combine the two Plans, take the best of both, and create a new Plan that will benefit all Members. This is also on track to be completed in time for the consolidation to be finalized prior to the June time frame.

Effective November 8, 2005, Local 441 implemented a major market recovery plan. I will attempt to briefly describe the details of this plan.

Presently, 95% of the work performed by Local 441 Members is limited to just five Counties in the State of Kansas. It is no coincidence that four of those Counties are the Counties our offices are located in, Topeka-Shawnee Co., Lawrence-Douglas Co., Frontenac-Crawford Co., and Wichita-Sedgwick Co. The fifth is McPherson Co., which is the location of the NCRA Refinery. In my opinion, the reason we have work in these areas is primarily because of our presence there and the fact that our abilities as a Trade Union are recognized. We are involved in the communities; we build relations with the local politicians, such as...
(Taylor Continued from page 1)

County Commissioners, City Commissioners, School Board Members, the Mayors, etc. We are able to promote ourselves. We fight to secure representatives in these positions that are labor friendly. We encourage our Members to be involved on various boards that govern our industry. This needs to continue, but we can’t stop there.

We have got to start branching out away from our core areas. Brothers and Sisters, there is a tremendous amount of work throughout the state of Kansas. To secure this work, we must be willing to go after it. The days of waiting for the phone to ring with job opportunities or depending on others to increase our market share are gone.

Each of your four Agents has been assigned a set of Counties near their area to focus on. They have all been provided with information and locations of manufacturing facilities, hospitals, power plants, industrial plants, and other facilities. This information also identifies key contact personnel at these facilities such as Plant Manager, Maintenance Manager, and Quality Control Manager, along with contact phone numbers for each. A large number have upcoming projects scheduled such as expansions, outages, or shutdowns. Our goal is to find out about these projects six months to two years before they are scheduled to start. The facilities that don’t have work scheduled will obviously have ongoing maintenance needs.

One of your Organizers has been assigned the task of locating the facilities, tracking the projects, and categorizing them so that this information can be updated and issued to your Agents on a monthly basis. In addition to the information stated above, projected bid dates, start dates, and completion dates are provided. There are websites that aid in providing this information, but still, it is a time consuming endeavor. During the month of January, there were over 1800 projects in the state of Kansas listed that fit the projected bid dates of six months to two years. They all have to be itemized, sorted out, location identified, etc. The key is to accumulate this information early and start the process of making contacts while there is time to make a difference in the outcome of the project. This is why we are focusing on projects in the six month to two year time frame.

The plan is to make contact with these facilities and start to build relations. Seek out the key individuals and make them aware of what we as a Trade Union have to offer. We have assembled packets that can be left with these individuals that emphasize our ongoing training, licensing, certifications, safety training, and dedication to craftsmanship and quality. A list of our signatory Contractors is also included in the packet with the suggestion that if one of these Contractors is used, all that we have to offer comes with them.

The MINK Pipe Trades have hired an advertising firm and purchased a basic advertising packet that is available to any Local Union in the four state area that would like to utilize it. The basic package, which includes mail outs, magazine ads, public relations campaign, complete organizing packet, radio productions, and website ads, can be customized to the specific area. This advertising packet is provided, at no additional cost, to the individual Local Unions within the MINK Pipe Trades.

This advertising can be expanded if a Local Union so chooses. There would be additional cost for this. I have met with the various Contractor Associations around the state and invited representatives from each association to attend a presentation put on by Nehlsen Communications, which is the advertising firm the MINK Pipe Trades hired. It is my opinion that if we do utilize additional advertising, it should be paid for by the various Industry Promotion Funds the Contractors currently have. This entire Market Recovery Plan obviously will benefit the Contractors as well. Promoting the industry, and ourselves, is one important phase to the total Market Recovery Plan.

The Agents have also been provided with current information on upcoming commercial projects, again projected out six months to two years in the future. The challenge here is to identify end users and make them aware of what we can bring to the table and also encourage Fair Contractors to bid the project. This is one area two of your organizers will be involved in. They continue to educate the non-signatory Contractors and unrepresented craftsperson about the benefits our Local Union has to offer. A very important goal of organizing is to expose unscrupulous contractors and raise their cost of doing business non-union. They have been effectively doing this and the outcome will make our Fair Contractors more competitive.

Every thing I have spoken about in this newsletter ultimately is part of organizing. Increasing market share translates into more available work hours. This in turn will put more Members to work. That is our initial goal; provide the Members currently on the out of work list with a secured job. Once this is accomplished and as market share continues to increase, we then have an opportunity to offer key unrepresented craftsperson an opportunity for employment with our Local Union. Over time, we will gain control of the work force and increase our ability to organize non-signatory Contractors. As we increase market share, it increases our value as craft persons to the industry, which ultimately brings higher wages for all Members.

We have slowly lost market share throughout the state over many years. We obviously will not regain it overnight. This Plan is extensive and will take time, hard work, and coordination from all of us to be successful. This may seem like an impossible task, but dreams without action are just that, dreams.

As Officers of this Local Union, our commitment is to you, the Membership. Never forget, we are in this together, and united, we are strong.

Richard Taylor
Business Manager/Financial Secretary-Treasurer
Hello Brothers and Sisters. 2004 was a very rough year for our members and contractors. I know there are members that have run out of unemployment and health benefits. But when we as a union are on bottom there is only one way to go and that is up.

The out of work list is up slightly from October's report. We had 209 journeyman out of work on the state wide master list, 34 apprentices off, and 57 on travel card. As of this writing there are 249 journeyman off, of which 52 are on travel card. There are 46 apprentices off of which 5 are on travel card.

Work around the country is still slow but we are seeing signs of it picking up as we enter into spring and expect this to continue throughout the year. We believe Omaha, Kansas City, Phoenix and Las Vegas will have work to name a few. There are members in some of these areas now and we expect to send more. If you hear of work in a particular local, please give me a call or come in and we will be happy to check it out.

For a local update. Rich Taylor and I have visited several of our local contractors to get a feel for the outlook this year. The first quarter looks slow. We had plans to visit Sunflower Electric in Holcomb but weather prevented. There are still plans to go and we will get an update on construction dates. There will be a 3 week outage on the powerhouse starting April 11th and ending the 6th of May. Piping & Equipment picked up a fabrication job for Frontier Refinery in El Dorado and may get the installation. Our work in that refinery has been very limited the last few years. This may allow us to get our foot back in the door.

As always, if you have any questions or concerns, please don’t hesitate to call or come by.

Bill J. Urton
Business Representative/Dispatcher

Apparel Arrives

Baseball caps, T-shirts and stocking caps are now available with our new #441 logo imprinted on them. The stocking caps are black with gold lettering. The T-shirts come in gray, green, blue and black. A large American flag and Eagle are imprinted on the back.

NEW OFFICE HOURS
Wichita Main Office
Monday through Friday
7:30 a.m. to 5:00 p.m.

Plumbers & Pipefitters Local #441
Lonny G. Wright, J.D.
Editor & Page Designer
Angela W. Hermann
Managing Editor
Daryl K. Burnham
Photographer-Reporter

OFFICERS
Michael Magennis
President
Jerry Jones
Vice-President
James Beery
Recording Secretary
Richard Robison
Sergeant of Arms
Larry Roberts
Pipefitter Examiner
Bill Lapping
Welding Examiner
Phil Hines
Plumbing Examiner
Darrell Bunch
Refrigeration Examiner

EXECUTIVE BOARD
Jason Barnes
John Clark
Gene Cottrell
Ron Jameson

FINANCE COMMITTEE
Michael Mordica
Robert Murray
Denis E. Wittman
T.J. Strickland, Alternate
National Cooperative Refinery Association

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Dankert has been leading several off site projects including a new Amine unit and a Sour Water Stripper.

Piping has been installed for a Distiller Hydro Tester unit, a PSA unit and for a natural gas compressor. Henry's crew has installed over twenty thousand feet of piping in preparation for the installation of the uncracker. The pipe varies in size from ¾” to 24” and consists of carbon steel and stainless piping. A turn around is planned for October in which the units will be tied into the existing systems.

The work is a result of an Clinton Administration rule in 1999 that requires sulfur content in passenger vehicle fuel to be reduced from 300 parts per million to 30 ppm. NCRA received a hardship provision in December 2000 in order to arrange financing. Refiners are also required to produce cleaner diesel fuel by June of 2006 reducing those emissions to no more than 15 ppm of sulfur in each gallon.

The NCRA is an inter-regional cooperative owned by three agricultural cooperatives. Cenex Harvest States (CHS), St. Paul Minnesota owns 74%, Growmark of Bloomington, Indiana owns 19% and the Missouri Farmers Association (MFA) owns the remaining 7%. They are spending the money to settle lawsuits with the Environmental Protection Agency (EPA) and the Kansas Department of Health and Environment (KDHE).

Other work may be forthcoming nationally. In June 2004 the EPA's Inspector General, Nikki Tinsley, issued a report criticizing the agencies weak enforcement efforts. Forty-two of the nation's 145 refineries are under court order. NCRA is only one of eleven that have signed consent degrees saying they will install new equipment to reduce emissions. These eleven produce 40% of the nation's gasoline. Negotiations are now under way with companies that produce the rest of our country's fuel.

LAWRENCE RETIREES

There are currently no meetings scheduled. Lawrence retirees are encouraged to get together.

ALL RETIREES

All retirees, spouses and widows are welcome to attend any and all area meetings. 
Teamwork Provides Jobs

In March of 2004 the Corp of Engineers announced the 1st BDE FY04 Barracks Project, (part of an estimated Barracks cost of $75m - $100m), would be awarded May 4, 2004. Two similar projects had been awarded in recent years and two similar projects are scheduled in the future. The plumbing and mechanical work on the previous project has been done by non-signatory Contractors. Local #441 Organizers and the Fort Riley area Business Representative, Kirk Miller began contacting Signatory Contractors in the MINK area, notifying them of the project and asking them to consider bidding it. We kept track of the Contractors that obtained blueprints and registered to bid. Contact was made with the Plumbing and Mechanical Contractors to inform them Plumbers and Pipefitters Local Union #441 is available to help and plans on being a part of this project.

May 5, 2004 the Corp of Engineers announced The Walsh Group was low bidder on the project. A Local #441 Organizer immediately contacted Walsh Group’s Chicago Office and learned Central Mechanical Construction (non-signatory) was the only Plumbing and Mechanical Contractor that submitted a price to The Walsh Group, and they were not happy with the price. The Walsh Group expressed interest in receiving prices from other Contractors. Business Representative Kirk Miller contacted The Walsh Group and received the contact information we needed to provide Signatory Contractors that were interested in pursuing our work with The Walsh Group.

We began notifying Signatory Contractors and asking them to contact the Walsh Group. To the best of our knowledge, contractors did contact The Walsh Group. We do not know the extent of any subsequent negotiations, only that they were unsuccessful in securing our work.

In the meantime, Business Representative Kirk Miller maintained communication with Mr. Craig Killmer who was on site at Fort Riley. Mr. Killmer is the Midwest Senior Project Manager for Walsh Construction’s National Building Group. Mr. Killmer informed Brother Kirk that Donald Miller, their Piping Superintendent would be on site in December and arranged for Brother Kirk to meet with Mr. Donald Miller. Walsh Construction was considering self performing the piping work on the project. Numerous meetings took place and one of the biggest concerns voiced by Mr. Miller and Mr. Killmer was the quality of manpower that Local #441 could provide. In order to help confirm that Local #441 can provide quality craftsmen with the experience and skills required, four (4) unemployed members individually met with Mr. Donald Miller on the job site. (“Thank you Brothers, we needed the help”).

After additional conversations, Mechanical Superintendent, Donald Miller and Midwest Senior Project Manager, Craig Killmer agreed to recommend the company sign an agreement with Local #441. Mr. Kevin C. Swain, National Building Group Operations Manager flew in from Pennsylvania and after meeting with us January 11, 2005, signed with Local #441. The estimated duration of the project is eighteen (18) months and the estimated manpower is eighteen (18) Plumbers and Pipefitters.

We thank everyone involved in forming a “partnership” with Walsh Construction, especially Mr. Craig Killmer, Mr. Donald Miller and Mr. Kevin C. Swain.

Now it’s time to go to work, 8 hours work for 8 hours pay, and pursue more projects!

Phil Petty, State Organizer
Topeka-Northeast

Our work has been very slow the past 3 years and statewide even longer. But, the job outlook is looking up. The organizers, myself, and some members helped in a group effort to sign the Walsh Group for the Fort Riley Barracks Project. Our first man is scheduled to start on January 17, 2005. The Bio-Tech lab at Kansas State should have our first man on it by the middle of February with hiring dates in mid-March. Powerhouse outages will help some men with hours in March and April. There are now ten times the projects in the design and preplanning stages than there were three months ago. We are hoping for a steady increase of out-of-town work also. May 5th will be the start of a better trend for Local #441.

Fraternally yours,
Kirk W. Miller
Business Representative

FRONTENAC RETIrees
Meet each Tuesday morning at Home Café, Cherokee, Ks, 8 a.m.

Lawrence Area

Work in Zone IIB is slow at this time. There are some new upcoming projects, but the majority of hours reported for November and December are ongoing maintenance and service contracts in this area.

In past years I have worked on a task force to find labor friendly candidates for Local and State government. The Lawrence city commissioners will be elected in April. I have met with these candidates, they have pledged support for labor and pro-growth in Lawrence. They have been endorsed by Lawrence Central Labor Council, and it's my intent to have them address the Northeast Kansas Building Trades at the February meeting. Our candidates for Lawrence City commission are Sue Hack, Mike Amyx, and Tom Bracciano. Last year the City of Lawrence issued 118 million in construction permits, the lowest total in a decade. It's imperative we put labor back in City Hall. I'm asking all 441 members and Building Trades members that reside in the City of Lawrence to vote in April and vote for your job.

Fraternally,
James E. Cottrell
Business Representative
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.

<table>
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<th>Service</th>
<th>Website</th>
<th>Phone Numbers</th>
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<tr>
<td>Health &amp; Welfare Office</td>
<td><a href="http://www.ppi-fund.org">www.ppi-fund.org</a></td>
<td>(316) 264-2339 or (800) 423-6517</td>
</tr>
<tr>
<td>Blue Cross Blue Shield of Ks</td>
<td><a href="http://www.bcbsks.com">www.bcbsks.com</a></td>
<td>(800) 432-3990 or (785) 291-4180</td>
</tr>
<tr>
<td>Delta Dental of Kansas</td>
<td><a href="http://www.deltadentalks.com">www.deltadentalks.com</a></td>
<td>(800) 234-3375 or (316) 264-4511</td>
</tr>
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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 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.

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<th>Service</th>
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<tr>
<td>National Pension</td>
<td>(800) 638-7442</td>
</tr>
<tr>
<td>Local Pension/Ks Annuity</td>
<td>(316) 264-2339 or (800) 423-6517</td>
</tr>
</tbody>
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Notices of brothers and sisters passing are posted on our website as soon as received. www.ua441.org. On the bottom left side of our home page you may click on 441 in Memoriam. Everyone is encouraged to notify the hall as soon as you are aware of a passing, so we may inform others by posting the information on the 441 In Memoriam page. Please share this information with our brothers and sisters that do not have internet access.
KANSAS
Plumbers & Pipefitters Local #441

Vote to Support Candidates That Support Your Union Job

National Cooperative Refinery Association in McPherson, Kansas