Business Manager’s Report

2013 Was a Very Good Year

The Fall Season has been very active for Local 441. The area picnics were very successful and demonstrated the brotherhood that is growing throughout our Local Union. Thank you all for participating in these events and your continued support for Local 441.

I also had the pleasure of attending the recent Apprentice graduations and was given the honor of addressing the graduates and welcoming them into the ranks of Journeyman. Of all the duties associated with the office of Business Manager, this is the one that gives me the most pride. Thank you and congratulations to all the new graduates. See page 8 for highlights.

Our Local’s jurisdiction continues to be blessed with an abundance of job opportunities for our membership. From reading the Business Representative’s reports, it is obvious that our current employment situation is in very good shape. There are also several major projects in the planning stages that will positively impact upcoming piping projects in our jurisdiction. As current projects are completed and new projects start to ramp up, there may be some spotty unemployment, but it should be short lived.

There appears to be plenty of work, both industrial and commercial alike, to provide employment for our membership for quite some time. And the list covers all types of projects from hospitals to manufacturing facilities, powerhouses, airport terminals, shutdowns and fabrication opportunities. This membership is to be congratulated for their hard work in supporting our contractors and protecting our market share and industry. We must continue to perform on the job, demonstrate the right attitude, show up on time, look presentable, maintain the top level of craftsmanship, and not let up. It appears the work is back a brighter future lies ahead. Now is the time to reap the benefits.

We all know how important 2014 will be politically. The Governor’s office will be up for election along with every State Representative. Each one of us needs to start today working to make sure labor-friendly candidates are reelected and those that are not are replaced. Your officers have started regular meetings with area politicians to make sure a line of communication is established and that our concerns are heard. Each member’s help is badly needed in this battle. You should have received a letter from the Union Hall recently asking you to participate in the $0.10 PAC Fund. It is sad to say, but in today’s political arena it is very hard to get the right candidates elected without funding. I encourage every member to please participate in the $0.10 PAC. We badly need representatives in Topeka who are willing to stand up for working middle-class men and women. The attacks that took place this past political session are only going to get worse unless we all stand together and fight as one. In doing so, we can be strong and our voice will not go unheard.

In conclusion, I want to wish you and yours a Merry Christmas and a New Year filled with continued prosperity. The work is out there and the priority for all of us is to find ways to secure that work for our contractors and membership. As always, if you have any questions, concerns, or suggestions, please don’t hesitate to call or stop by. If I am not available, please leave a message and I will get back with you.

God bless you and your families and be safe on the job.

Salyer Opens 2013 IAPMO Conference in KCMO

This fall, the International Association of Plumbing and Mechanical Officials (IAPMO) had its national convention in Kansas City. As expected, the convention was a success due to the hospitality shown by the Greater Kansas City area.

Local 441 had a major presence in the proceedings. Assistant Training Director Brian Burnett served as Sergeant at Arms. Business Representative for the Topeka/Lawrence area, Rick Salyer, was conference Chairman and gave a rousing speech to get things started on opening day.

Best of all, one of LU441’s own, Brother Bruce Pfeiffer of Topeka, was elected as Vice President of the National IAPMO organization. Our Local takes pride in our participation in an organization that promotes the safety and health of our fellow citizens of the USA!

[For more on the conference, go to www.iapmo.org/Pages/IAPMO-Conference.aspx]
**Employment Dispatch**

Hello Brothers and Sisters

**WHAT A YEAR!**

Local 441 has been very fortunate with work this year. In 2012, we averaged 148,000 manhours per month, which was very good. As of this writing, November and December manhours are not in, but 2013 will be the best year recorded since the consolidation. We should average around 170,000 man hours per month for 2013. That’s 264,000 more manhours than 2012. This makes our benefit package (Health & Welfare, Local Pension, etc.) stronger as well.

With projects around the state winding down and going in to winter, there will be some unemployment. But I believe 2014 will still be very good. We probably won’t see as many projects with the overtime that we had this year but I still see our work outlook as very good.

We also set another new record this year by taking in 58 new 1st year apprentices. On top of more manhours being worked and the baby boomers retiring, we will need to bring more apprentices in just to keep up with demand. That being said, the training department’s classrooms are busting at the seams. To grow our Local Union and train for the future we are going to need a bigger training facility.

The future of our Local Union is very bright and we have an opportunity to take it to new levels. Let’s work together to make Brotherhood stronger because united, Brothers and Sisters, we cannot fail!

Work safe and enjoy the holidays with your family.

Fraternally,

Bill Urton (316) 265-4291

Business Representative/Dispatcher

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**Best Doctors is Here to Help**

**Expert Second Opinions and Medical Advice with One Call – at No Cost**

Best Doctors provides access to 53,000+ medical specialists who have been designated as the best in their field by other doctors. Through Best Doctors, you can:

- Have your medical case reviewed by a world-renowned specialist who provides a detailed report with treatment recommendations
- Get expert answers to questions about a diagnosis or treatment plan
- Find a local specialist who is accepting new patients

It’s an innovative medical benefit that complements the care you receive from your own doctor. And you don’t have to travel or visit a doctor’s office. Best Doctors collects your medical records and scans, calls doctors and handles all the details. Best Doctors is 100% confidential and available at no cost to all employees and dependents enrolled in the Plumbing & Pipefitting Industry Health & Welfare Fund of Kansas Plan. Here’s an example of what one the people who contacted Best Doctor’s regarding his heart condition had to say:

**Best Doctors Gave Will the Confidence to Make the Right Decision for his Heart**

Will was at work early one morning when he began feeling heartburn-like symptoms. He hadn’t yet eaten and wondered, “How could I have heartburn already?” He figured it would pass, but forty-five minutes later, the pain worsened. Will’s company has an on-site clinic, so he went and explained the situation to the doctor and nurse on staff. They quickly decided to call 911 – Will was having a heart attack.

“If I had not been at work, I would have died at home while taking antacid tablets, thinking I was just experiencing a little heartburn.” Will said. After being evaluated at the hospital, surgeons placed three stents in Will’s clogged coronary arteries. However, the lack of blood flow had already damaged his heart muscle, weakening its ability to pump blood throughout his body.

Following his surgery, Will’s doctors prescribed a number of medications, some of which helped to lower his blood pressure. By keeping his pressure very low, Will’s damaged heart would not have to work as hard to pump blood. The medication seemed to work for a while, but about a year later, Will began experiencing shortness of breath, palpitations and dizziness. Even if he was just sitting still, he’d suddenly start gasping for breath. His primary care physician referred him to a doctor who specialized in congestive heart failure. That’s when Will first heard the words, “heart transplant.”

The specialist told Will about a Left Ventricular Assist Device (LVAD), a mechanical pump that could be implanted in his chest and do some of the work for his weakened heart. Once he got the implant, Will’s name would go on the waiting list for a new heart. As Will considered what to do, his health began deteriorating rapidly. Soon he was so sick that he had to be hospitalized. His physicians began evaluating whether he was even healthy enough to withstand open heart surgery. All the while, the physicians were trying different medicines, hoping that one would reduce the workload on Will’s heart and allow it to recover.

Finally, one of the medications worked, and Will’s health started to improve. Because his turn around was so dramatic, Will’s doctors told him he no longer needed open heart surgery. Instead, he could continue with the medication and they’d closely monitor his progress. This left Will confused and unsure of what to do next. Of course he didn’t want to undergo open heart surgery if he didn’t have to. At the same time, he worried about what might happen if he waited too long for the LVAD to be implanted. What if his heart completely failed?

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[Best Doctors, cont’d from page 7]
Darrell D. Boswell, 77, died Nov. 12, 2013. Most recently of Searcy, Ar. Member in good standing for 54 years.

Carl L. Cole, 56, died Sept. 7, 2013. Most recently of Iola, Ks. Member in good standing for 21 years.

Michael L. Conwell, 68, died Sept. 4, 2013. Most recently of Wyandotte, Ok. Member in good standing for 33 years.

Michael G. Deason, 64, died Nov. 10, 2013. Most recently of Lawrence, Ks. Member in good standing for 40 years.

Frank Ferraro, 91, died Sept. 13, 2013. Most recently of Pittsburg, Ks. Member in good standing for 57 years.

Richard C. Gallagher, 87, died Dec. 11, 2013. Most recently of Topeka, Ks. Member in good standing for 66 years.

Wilmer N. Johnson, 92, died Nov. 20, 2013. Most recently of Topeka, Ks. Member in good standing for 66 years.

Dwayne W. Peaslee, 81, died Nov. 19, 2013. Most recently of Topeka, Ks. Member in good standing for 32 years.

George W. Poznich, 83, died Nov. 18, 2013. Most recently of Houston, Tx. Member in good standing for 64 years.

Donald R. Wright, 98, died Oct. 1, 2013. Most recently of Forest Grove, Or. Member in good standing for 56 years.

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

Training
The Training Department would like to wish all members and their families a happy and safe holiday season.

As a reminder, last chance CEUs are going on in the Wichita and Topeka training centers. If you need these classes, please call the office to make arrangements.

Applications for the upcoming school year are just around the corner; applications will be accepted March 3 through 14, 2014. All applicants must go through the Work Force Center in their local area. If you know of any interested applicants, please have them visit our website at www.ppatks.org or contact the training office for information regarding the apprenticeship program. Please remind your pre-apprentices that they must apply for the program. Remember that you, as journeymen, set an example everyday with your work ethic and your attitude.

If you have any questions about classes, training or apprentices, please do not hesitate to call the office, (316) 267-8508.

Michael J. Magennis, Training Director

Manhattan/Fort Riley Area
Dear Brothers and Sisters,

2013 has been another good year for the Manhattan/Fort Riley area. Growth in the area should continue through 2014. Numerous restaurants, hotels, office buildings, renovations and expansions of airport, library, new buildings at KSU and Fort Riley are some of the scheduled growth. 2014 will be another important political year and a major battle to elect our friends and defeat our enemies. Please support the Local 441 PAC fund and labor friendly candidates.

EVERYONE HAVE A SAFE AND HAPPY HOLIDAY SEASON!

Fraternally,

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

Frontenac Area
Dear Brothers and Sisters:

Why is it that each year seems to pass quicker than the last? Well, 2013 was a great year! Those members who wanted to work were able to. Our total hours are up for the year and 2014 looks to be an even better year for Local 441.

In southeast Kansas the big job on everyone’s radar is the Oil Recovery Project in Fredonia or the Wilson County Holding Project. This job is incredible. Engineers are drilling an 1100 foot hole, 16 feet in diameter, then horizontal drilling 30 holes for gravity to feedback and pump oil up to ground elevation process and clean on site and truck out. This is the first time this kind of work is being performed in the U.S.

Burns and McDonnell have started the Riverton project but we are still waiting to let the construction of the Unit 12 project. We plan to have men working on this project this spring.

Please make time this joyous holiday season to enjoy your family and friends! Brothers and Sisters, I wish you all a Merry Christmas and a Happy New Year!

Fraternally Yours,

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

Topeka/Lawrence Area
Happy Holiday Greetings Brothers and Sisters,

It’s been a terrific year for our local! With our total work hours approaching record levels, we have much to be thankful for. Work in Northeast Kansas has been very good this year. The Mars Plant has been a great job for our members. The Powerhouse work at Lawrence Energy Center, Tecumseh Energy Center and Jeffries Energy center have been and will continue to be great for our members. Our local contractors have been busy with work at Lawrence Memorial Hospital, Saint Francis hospital and Stormont Vail hospital. Work continues at Kansas University, Washburn University and Kansas State.

We as a local should be proud of the work we have all done. With that said, let us look around and see where we can lend a hand to those less fortunate. There are many worthwhile charities that could use our time and money. Please check with your area Salvation Army, Disabled American Veterans, Toys 4 Tots, Rescue Missions, Boys & Girls Clubs and the Boy and Girl Scouts for ways to help this holiday season.

A personal note, I would like to thank all of our members for welcoming me as one of your Business Representatives. So far, this has been the best job I’ve ever had. It’s all because of you guys! 8-4-8!

Fraternally yours,

Rick Salyer (785) 354-8539
Topeka/Lawrence Business Representative
2132 S Kansas Ave, Topeka, Ks 66611

Wishing peace, goodwill and happiness for you at Christmas and always!
Picnics!
Plumbing and Pipefitting Industry Retirement Plan of Kansas

The new Local 441 Collective Bargaining Agreement for the Frontenac, Lawrence, Topeka and Wichita Zones which contained language that allows Members to make deferred compensation (employee) contributions to our 401(k) Plan has changed. Members may now direct deferred compensation in the following amounts per hour worked.

$0.40, $0.80, $1.20, $2.00, $3.00 and a $5.00 per hour. The $5.00 rate has been added. All changes to your elective deferral amount must be made on an Elective Contribution Changes Form and must be submitted by January 15 of each year. There is one exception to this rule, you can reduce your deferral amount to $0.00 at any time. To do so, please contact me at (620) 232-3799 or contact Local 441 and we will send you the necessary Form. The Form must be returned to the Local or to C&J Benefit Solutions, do not give the Form to your Employer.

For the Members that have elected to make employee contributions, you should watch your pay stubs to make sure your employer is deducting the amount you specified. When you elect to make employee contributions, the Form is circulated from you to the Local and/or to C&J Benefits and to the Employer. If your employer fails to withhold the proper amount and pays you that amount on your check, we are still obligated to recover the amount that should have been withheld from your check.

This could, depending on the time period, mean that you will see a substantial deduction from your check. This rule is mandated by Federal Law and we cannot accept a retroactive reduction to $0.00. So again it is in your best interest to make sure your Employer is deducting the correct amount. So check your pay stubs and notify us if you notice a problem.

Also, while your employee contributions are non-taxable, both you and the employer must pay Social Security and Medicare withholding on the amount you defer (7.65% paid by the employer and 7.65% paid by you). This means that when you receive your W-2 from your employer each year, your gross taxable wages should be less than your Social Security wages. If your Social Security wages are not less than your taxable wages, you should contact your employer and request a corrected W-2.

The phone number to contact the Plan’s Investment Consultant, Ben Newhouse has changed. His toll free number is now (855) 369-7100. Ben is a licensed investment advisor.

Plumbing and Pipefitting Industry Health and Welfare Plan of Kansas

If you decide to seek services for Nervous and Mental or Drug and Substance abuse problems, we strongly advise you to contact Blue Cross Blue Shield of Kansas (BCBS) prior to actually receiving treatment. The providers that have contracted with BCBS to provide services for these diagnosis is very small and may not contain providers that were contracting providers in the past. Please contact BCBS prior to receiving services as the penalty for using a non-contracting provider is large and you will not have the protection of the BCBS allowable charge if you utilize a non-contracting provider.

One of the numbers you can call is (800) 432-3990. There are other numbers on the back of your BCBS Card and you should have this card available when you call so that you can give BCBS your ID number and Group Number.

If you have any questions, please contact me.

As always, if any of the foregoing conflicts with the rules of the Plan, the Plan Document(s) will govern.

Sincerely,

Joe Pucci

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Dues Increase Chart 2014

NOTE: At the UA Convention in August 2011, it was approved that the per capita for the UA would increase. Effective January 1, 2014, in accordance with the UA Constitution, your monthly dues will increase from $27.00 per month to $28.00 for journeyman members. Retiree dues also increase as detailed below. See chart below for more information.

<table>
<thead>
<tr>
<th>LOCAL 441 DUES RATES EFFECTIVE JANUARY 1, 2014</th>
<th>Current Monthly Dues Rate</th>
<th>New Monthly Dues Rate Effective 01/01/2014</th>
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</thead>
<tbody>
<tr>
<td>Journeyman-Building Trades*</td>
<td>$27.00</td>
<td>$28.00</td>
</tr>
<tr>
<td>Journeyman-Metal Trades*</td>
<td>$23.00</td>
<td>$24.00</td>
</tr>
<tr>
<td>Tradesman*</td>
<td>$23.00</td>
<td>$24.00</td>
</tr>
<tr>
<td>Apprentices*</td>
<td>$23.00</td>
<td>$24.00</td>
</tr>
</tbody>
</table>

Retired Members Who Are NOT 65

Retiree-Building Trades* $23.00 $24.00
Retiree-Metal Trades* $22.00 $23.00

Retired Members Who Reach Age 65 Between January 1, 2014 and December 31, 2014 Effective the Month Following Their 65th Birthday

Retiree-Building Trades* $23.00 $24.00
Retiree-Metal Trades* $22.00 $23.00

Retired Members Who Reach Age 65 Between January 1, 2013 and December 31, 2013 Effective the Month Following Their 65th Birthday

Retiree-Building Trades* $23.00 $23.00
Retiree-Metal Trades* $22.00 $22.00

Retired Members Who Reach Age 65 Between January 1, 2012 and December 31, 2012 Effective the Month Following Their 65th Birthday

Retiree-Building Trades* $22.00 $22.00
Retiree-Metal Trades* $21.00 $21.00

Retired Members Who Reach Age 65 Between January 1, 2007 and December 31, 2011 Effective the Month Following Their 65th Birthday

Retiree-Building Trades* $20.00 $20.00
Retiree-Metal Trades* $19.00 $19.00

Retired Members Who Reached Age 65 Between January 1, 2002 and December 31, 2006

Retiree-Building Trades $19.00 $19.00
Retiree-Metal Trades $18.00 $18.00

Retired Members Who Reached Age 65 On Or Before December 31, 2001

Retiree-Building Trades $15.00 $15.00
Retiree-Metal Trades $14.00 $14.00

Retired Members With 50 Years Continuous Membership

Life Member $0.00 $0.00

* There is an automatic increase in Local Union dues because of the increase in per capita passed at the 2011 Convention.
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:
Jan. 13, Feb. 10, March 10

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,
4233 W. Maple, Wichita.

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

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2013 HOLIDAY SCHEDULE

<table>
<thead>
<tr>
<th>Date</th>
<th>Holiday</th>
<th>Zones</th>
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<tbody>
<tr>
<td>Tuesday, December 24th</td>
<td>Christmas Eve Holiday (Zones IB, IIA, IIB)</td>
<td></td>
</tr>
<tr>
<td>Wednesday, December 25th</td>
<td>Christmas Day Holiday</td>
<td></td>
</tr>
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</table>

2014 HOLIDAY SCHEDULE

<table>
<thead>
<tr>
<th>Date</th>
<th>Holiday</th>
<th>Zones</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wednesday, January 1st</td>
<td>New Year’s Day Holiday</td>
<td></td>
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<tr>
<td>Monday, May 26th</td>
<td>Memorial Day Holiday</td>
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<tr>
<td>Friday, July 4th</td>
<td>Independence Day Holiday</td>
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<td>Monday, September 1st</td>
<td>Labor Day Holiday</td>
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<td>Thursday, November 27th</td>
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<td>Friday, November 28th</td>
<td>Day After Thanksgiving Holiday</td>
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<td>Wednesday, December 24th</td>
<td>Christmas Eve Holiday (Zones IB, IIA, IIB)</td>
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</tbody>
</table>

(All zones unless noted otherwise.)

Wishing peace, goodwill and happiness for you at Christmas and always!

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Will decided to consult Best Doctors, a benefit offered by his employer that provides expert second opinions from nationally renowned, peer-nominated physicians, at no cost to employees. “I’d received a flyer about the service about a month before, and I’d held onto it in case I was ever facing a medical situation,” he said. “I decided to have someone from outside take a look at everything and review my treatment.”

Best Doctors sent Will’s full medical history to a well-known cardiac specialist at Harvard Medical School. In addition to reviewing his entire case, Will asked the specialist to answer one question in particular: How would Will know when it was time to have the LVAD implanted?

“I wanted to know how long I could wait without damaging my body,” Will said. “Within a few weeks, I had a written report from the expert explaining everything that I should do. It was very comforting to know that what my doctors were telling me lined up with everything he recommended. It was a validation of what I’d been told. The report stated that I’m stable and I don’t need a device at this time. That’s a huge relief to me.”

Because of the Best Doctors report, Will felt comfortable holding off on any type of surgery. He’s doing well with his current medications and is being closely evaluated by his physician for changes in the future.

Addressing a medical challenge can be confusing and sometimes intimidating. Diagnoses can be hard to understand. Treatment options can be puzzling. And Internet searches can leave you frustrated and frightened. With Best Doctors, you don’t have to go it alone. Instead, you get help from the best medical minds in the world.

If you are facing a medical challenge, call Best Doctors at 1-866-904-0910 or visit members.bestdoctors.com. A Member Advocate will assume full responsibility for helping you. You can be sure you have the right information, the right diagnosis and the right treatment so you can make the right decisions about your care.

[Best Doctors, cont’d from page 2]
LU441 Instructors and Apprentices Volunteer Time, Labor and Skills to Expand Charity Facility

LU441 Apprentices and Instructors installed the plumbing, and heating and air systems for an expansion of the His Helping Hands facility. The project doubled the size of the charity’s storage and sorting area.

The mechanical installation was performed by Local Union 441 apprentices, from the rough-in to the installation of the plumbing fixtures and heaters. The permit was pulled by MSI and all the materials were donated by local supply houses.

This was a great community project for a great charitable organization!

For more about the His Helping Hands organization, go to www.ccc.org/his_helping_hands

Class of 2013 Completion Banquet

New Local 441 journeymen were recognized on Sept. 14, 2013, at a graduation ceremony held in Topeka at the Prairie Band Casino in Topeka. The 32 members of this year’s graduating class are to be congratulated for successfully completing the five-year training program and now begin their careers as qualified UA journeymen.

Office Notes

2013 COURTESY TAX INFORMATION

Local #441 office staff will be mailing you information about 2013 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. December 2013 remittance reports must be received from all contractors prior to these documents being prepared. Remittance reports are not due by contractors until mid-January. Office staff will endeavor to process these remittance reports as quickly as received in order to provide this information for 441 members.

EMPLOYEE CONTRIBUTIONS TO THE PPI RETIREMENT FUND

If you wish to begin self-contributing to the PPI Retirement Fund of Kansas, contact either the Plan Administrator or the Union Office and we will send you an Elective Contribution Changes Form. The Election period is from January 1 through Jan. 15. The change will be effective as of your employer’s first payroll period in February.

DO NOT GIVE YOUR ELECTION FORM TO YOUR EMPLOYER.

Changes will not be effective until your Election Form is received in the Plan Administrator’s office, or at the Union office. Elections postmarked after January 15 will not meet this deadline and will be rejected. You may, at any time, reduce your elective contribution rate to zero by again completing a new Elective Contribution Changes Form.

[Should any of the foregoing conflict with the actual documents which govern the Plan, the Plan Documents will prevail.]

Visit YOUR website: www.UA441.org