Dear Brothers and Sisters,

The consolidation of our old local unions and the creation of Local 441 is now four months past. We have made progress toward our goal of a truly unified Local 441, but we have miles and miles to go before we can say our house is in order. We thank you for your patience and your understanding during these times of change.

While looking to the future, we should not forget the past. We should not forget our brothers and sisters that sacrificed to give us the wages and benefits we enjoy today. Let’s not waste their hard work. We should build upon the solid foundation we inherited. But build is what we need to do. It’s easy to spot the problems we face. Solutions are what take thought and time to develop.

Getting Work-The Wesley Story

By Daryl Burnham, Organizer

Many factors influence the awarding of a contract in addition to the contractor’s competitive bid. Recently, Wesley Hospital received bids for a multi-million dollar addition to their Wichita facility. The competition reduced down to our fair contractors and one major open shop contractor.

Our union did research on the open shop contractor and their principals and discovered past legal and OSHA difficulties that relate to the ability to complete a job. Our local called the United Associations investment advisor, Marco Consulting Group, who communicates the interest of our pension plan shares. We asked for their help in supporting our fair contractor.

Marco wrote a letter to the Chairman of HCA Wesley Medical Center stating that they represented investors who own 1,102,874 shares of stock in Wesley. They asked that the work

(Continued on page 3)

IMPORTANT!

DUES VOTE

9 a.m. to noon
Saturday, July 26th

4.5% work assessment plus $20 window dues

Vote at your previous local union

(Continued on page 6)
WHO DO YOU CALL?

Many times we get calls from members that we have to refer on to another office. While we are happy to do this, we thought you might like a list of numbers that you can use as a quick reference and just make one call.

Union Offices – Please give us a call with any questions you might have regarding member dues, death benefits, work, lay offs, address changes, etc.

- **Wichita-Main Office**: (316) 265-4291
- **Wichita Training Office**: (316) 267-8508
- **Topeka Area Office**: (785) 354-8539
- **Topeka Training Office**: (785) 234-2006
- **Lawrence Area Office**: (785) 843-3151
- **Frontenac Area Office**: (620) 231-4280
- **Frontenac Training Office**: (620) 724-6115

Local Union 441 Website: www.ua441.org

The Health & Welfare Office handles your local pension information, 401k, and general questions regarding your health insurance (such as your status in qualifying for insurance benefits). If you have specific questions regarding your insurance, such as a list of doctors, please refer to the numbers listed below for Blue Cross and Delta Dental.

- **Health & Welfare Office**: (316) 264-2339 or (800) 423-6517
  [www.ppi-fund.org](http://www.ppi-fund.org)

- **Blue Cross Blue Shield of Kansas**: (800) 432-3990 or (785) 291-4180
  [www.bcbsks.com](http://www.bcbsks.com)

- **Delta Dental of Kansas**: (800) 234-3375 or (316) 264-4511
  [www.deltadentalks.com](http://www.deltadentalks.com)

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.

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

United Association Website: [www.ua.org](http://www.ua.org)
Hello to the entire Brother and Sister Membership of Local Union 441. With the consolidation that became effective March 1, 2003, it has been difficult to get information out to all the members. This newsletter should be a good vehicle to help remedy that problem.

There have been several questions on how the out of work list is being handled throughout the State. And with the current unemployment that is being experienced by a large percentage of our Members, it is obvious why that concern is there. When the consolidation was first ordered, it had very little effect on how the out of work lists in each of the four areas were handled. The only addition was that a master out of work list was generated. The procedure was that if a Contractor in one of the areas called out for manpower, the list for that particular area was used first. If the local out of work list for that area became used up, then we would revert back to the master out of work list and continue to man the work from that list.

The master out of work list is made up of all the members throughout the State presently unemployed or on travel card. It is constructed with the Members being placed on the list in accordance with the date when that individual was laid off. As the existing collective bargaining agreements in each area are renegotiated, the individual lists in those areas will go away and only the master list will be used. For instance, the Topeka and Frontenac area collective bargaining agreements both expired on May 31, 2003. As of June 1, 2003, those areas are now working under the new statewide contract. With that, any work that needs to be manned in those areas will be done so using the master out of work list. Once the collective bargaining agreements in the Lawrence and Wichita areas expire or are renegotiated, they too will only operate off the master list.

We continually update the Member files with current certification information such as UA weld certifications, medical gas, backflow, etc. It is vitally important in today’s job market that you as individual members continue to improve your qualifications with the certification classes that are offered. It is also imperative that if you currently are fortunate to have

(Continued on page 6)
Why Organize?

“COMET Program”

Only by regaining control of the skilled labor supply can we effectively rebuild declining bargaining strength and union market share.

Organizing non-represented workers can only be achieved with membership support and participation. That is why Local #441 has initiated the Construction Organizing Membership Education Training (COMET) program. The purpose of COMET is to understand why every union must organize non-represented workers.

Seventy-five Local #441 apprentices recently participated in COMET training and a class is scheduled in Wichita, Frontenac, Lawrence, and Topeka during the month of July. Future classes are being scheduled and we encourage every member to find time to participate. Please notify a Local #441 Representative if you are interested.

Phil Petty, Daryl Burnham and Jim Cox
Organizing Department

Send Us An Email

Do you have an email address? If so, please send us an email and we can add you to our email address book. Email email@ua441.org.

Frontenac Area

“Coffeyville Hospital”

Here is a note to try and inform the brothers and sisters in the southeastern area of Kansas. The Coffeyville Hospital is starting to shape up and hopefully will take more hands soon.

The Cherokee County Law Enforcement Center has bid. Environmental Mechanical was low on the HVAC work. The plumbing portion is still up in the air at this time. Most of the other projects in the area are finishing up.

I would like to ask if anyone knows of future projects. Let us know and we will go after them.

In closing, I would like to say these times are new to all of us. Hopefully these newsletters will become more informative and helpful so we can all unite and pull together.

Sincerely,
Roger Jameson
Business Representative
Lawrence Area

“Four Labor Unions Coming Together”

By the time you read this newsletter many of us will be making plans for the Labor Day Holiday fast coming upon us. This is the one day each year when America honors working people and the day our unions are clearly in the national spotlight.

We have the most important opportunity to deliver our message that every worker has the right to choose a union voice at work. We also have a special opportunity this year to reach out, build, and develop a new level of understanding and support for our new LU #441.

Clearly this is not an easy mission but we must all pull together committed to unequalled quality, performance, integrity, and fairness to everyone in and connected to LU #441. Relationships built on mutual trust and value will result in a successful local union. Labor Day 2003 is one I will always remember as 4 labor unions coming together to represent all members in the state of Kansas as LU #441.

Wishing you and yours a safe and Happy Holiday.

Fraternally,

James Cottrell
Business Representative

Topeka Area

“Political Action Funds (PAC)”

Fellow Local 441 Brothers and Sisters,

These are some very tough times we are in; I have not seen unemployment in the United Association this bad since the early 80’s. Even then, if you were willing to travel, you eventually could find a job. Now with all the open shop competition paying reduced wages with little healthcare or pension benefits, it is hard for our signatory contractors to be awarded much work.

We need to have everyone get on board. If you haven’t volunteered to have four cents an hour held from your check, one cent for the National PAC and three cents to our local PAC fund please consider doing so. This comes out to $1.60 a week (based on a 40 hour work week).

If we don’t help out our friends in government we can’t expect them to help us out in this time of need. And we are looking for political support on the Holcomb Power House job. When we land this work it will employ all Local 441’s members.

The authorization forms can be picked up at all four local offices. We also received news that Young’s Mechanical will be doing the expansion on Harrah’s Casino, 15 minutes north of Topeka.

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James E. Cottrell  
Business Representative

Jimmy Rogers  
Business Representative

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Jimmy Rogers  
Business Representative
Work List

(Continued from page 3) these certifications, that you keep them current. Please contact your local area Training Coordinator for information on upcoming class schedules and how to keep your certifications up to date.

This is just one more of the many steps involved in creating this new Local Union 441. We must all stick together during this difficult time with the consolidation and the current work situation as Union Brothers and Sisters. I feel confident that with the heritage and pride instilled in all of us as proud UA Members, this will not be a difficult task. The future should be brighter with added market share that will create more job opportunities for all Members.

One last note. It is imperative that we establish a Statewide dues structure for this Local Union. The last vote on May 31 had very low voter turn out. Less than 18% of the total Membership showed up to vote. The next vote to standardize the dues structure is scheduled for July 26, 2003. Each Member will receive a notice in the mail of the upcoming Special Order of Business meeting. Each vote is important, so please make every effort to come and vote. The proposal will be based on 4.5% assessments plus $20.00 window dues. The 4.5% assessment will include target and building funds. As before, each Member will be required to vote at their previous Local Union Hall.

Until next time, may God bless each Member and their families, and have a safe and prosperous summer.

Richard L. Taylor
Business Representative/Dispatcher

Wesley

(Continued from page 1) be performed by contractors and workers who are signatory to collective bargaining agreements. This letter encouraged the use of signatory contractors because they are best equipped to meet industry standards. Proxy voting is one of the tools used to secure jobs. However, without the hard work and dedication of the signatory contractor the project would have gone to the open shop.

In addition, the Building and Construction Trades Council of Central & Western Kansas wrote a letter to the Wesley Administrator stating they represented 90,000 people. They urged support for the fair contractors. This letter was signed by Business Manager Richard L. Crusinberry, Plumbers & Pipefitters #441, Electrical Workers Local #271, Iron Workers Local #606, Operating Engineers Local #101, Machinists Lodge #70 and Sheet Metal Workers Local #29.

The efforts of our brotherhood helped our fair contractor in receiving the Mechanical and Plumbing contact. This job is currently employing our brothers and sisters and is ahead of schedule. Congratulations to Central Air for their continued good efforts in obtaining work for our members.

WICHITA RETIREES CLUB

The next Retirees meeting will be on August 6th at 10 a.m. at the Wichita Hall, 1330 East 1st Street, Wichita. Breakfast will be at Jimmie’s Diner, 3111 North Rock Road, Wichita, August 13th at 9 a.m. All are welcome.

Each month the retiree meeting is the 1st Wednesday of the month at the Hall and breakfast is at either Jimmie’s Diner (January, March, May, July, September & November) or Spears, 4323 West Maple, (February, April, June, August, October & December.)

All retired members and their families are invited to join us. Come out and give us a try!

James Wilbert
(316) 722-6859
Health & Welfare Trust

When Business Manager Richard Crusinberry told me that our new Local would be distributing a newsletter each quarter and wanted to know if I would write a few paragraphs about our welfare and pension plans, I was delighted. Communication with you, the participant, is essential and this new forum gives me an opportunity to give you information about your plans and perhaps to clear up some common misconceptions.

H&W Started in 1965

I think a good place to start would be with the Health and Welfare (H&W) Fund. The H&W Trust was established in 1965 by Local 171. Contributions to the Plan were stipulated in the collective bargaining agreement and a Board of Trustees was appointed by the Union and the Contractors Association. Over the years the other Locals in the State joined the Fund.

Many times I have received phone calls from Participants who feel that our Contractors should not be allowed seats on the Board because contributions to the Plan are a part of negotiated wages. If we wish to maintain the tax deductibility of the contributions and the Plan’s status as a “Taft-Hartley Qualified Plan” the law demands that there be an equal number of Management and Labor Trustees. Maintaining our qualified status is important because neither you nor your employer are required to pay income tax on the contributions. So when you receive your W-2 from your employer at the end of each year, the amount of contributions to the Plan is NOT included in your gross wages. Members often call and want to know why their W-2 does not include the amount of the contributions to the Plans. If these contributions were reported under gross wages, you would then be taxed on the contributions. Even if you could deduct 100% of the amount contributed, which in my opinion is very doubtful, you would be no better off than you are now because you pay no tax on the contributions.

Self-Funded

I am often asked why we do not shop for better coverage at a cheaper price. The H&W Plan is a “Self-Funded Plan”. This means that the claims of our Participants for Medical, Dental, Vision, Disability and Death Benefits are paid directly by the Plan. This also includes the cost of Drug and Substance Abuse treatment, Prescription Drug Program and the Retirees Subsidy Program. The costs of these claims are paid each week from the contributions we receive on your behalf from your employer. Using our medical benefits as an example, we contract with Blue Cross Blue Shield (BCBS) of Kansas to provide certain services. BCBS processes and pays our claims each week. We reimburse BCBS the claims expense each week. We are not insured by BCBS. Our claim costs reflects the actual amounts paid to doctors, (Continued on page 8)
hospitals and other medical care providers for medical treatment rendered to our members and their families. Escalating costs are directly attributable to the amount charged for services and the type and number of services sought by our Participants. Insurance companies are not in business to lose money. If we purchase insurance and give up our self-funded arrangement, we become subject to a host of State mandates and the cost would be far greater than our current cost.

I hope you find this information useful. Next quarter I will cover some of the rules surrounding eligibility. Until then you might want to visit our web site at www.ppi-fund.org. Many of our claim forms and other useful information can be found at this site.

Joe Pucci
Fund Administrator

*Should any of the foregoing conflict with the actual rules of the Plan(s) as stated in the Plan Documents, the Plan Documents will prevail.

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Joint Apprenticeship Training—Wichita

Anyone interested in Medical Gas Certification, CPR/1st AID, Confined Space, 30 Hour OHSA, or BackFlow Prevention Certification should contact my office for enrollment. Each of the listed classes will be held on Saturdays this coming school year.

Apprentices. Orientation will be held on August 27th at 6:00 p.m. School fees (books) will be $280.00 and will be payable August 18th thru August 22nd. Classes will start September 2nd. You will receive your class schedule the 1st week of August.

Certification Continuity. Please check your expiration date. Your assistance in keeping your certification current will benefit you, your Union, and our industry.

If you have any questions, please contact me at (316) 267-8508. I’ll do my best to answer them.

Fraternally yours,

Jerry Jones
Wichita Training Coordinator

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TOPEKA RETIREES CLUB

Topeka area retirees meet every Wednesday morning at 8 a.m. Meetings are held at Hardee’s at 21st & Wanamaker Road in Topeka. We discuss everything from union to politics.

Kyle Hadden
(785) 228-1018

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IN MEMORIAM

Bidwell, Blaine N., 86, died May 8, 2003. Most recently of Lawrence, Ks.


Jones, Gary D., 57, died March 2, 2003. Most recently of Wichita, Ks.

Kennedy, Verne H., 81, died May 2, 2003. Most recently of Franklin, Ks.


Tegarden, Glen O., 77, died March 4, 2003. Most recently of Great Bend, Ks.

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IMPORTANT! - DUES VOTE

9 a.m. to noon
Saturday, July 26th

4.5% work assessment plus $20 window dues

Vote at your previous local union
Office Notes

It has been a busy time down at your union office. You should now be receiving receipts on a regular basis. If you have questions, and some have, please give us a call and we will be happy to help you in any way we can.

Some questions have arisen about the receipts you receive. Members in the Topeka and Lawrence areas have thought the receipt was a billing statement, but these are informational receipts to let you know what dues have been received on your behalf as reported by the contractor you are working for. Members have expressed concern because the receipt may show they owe for June and July dues (for example) and those are being withheld by their employer. However, those dues are only reported and the funds remitted to the Hall once a month and usually at least 45 days after they have been withheld from the members check. Thus you may show owing two months of dues at the Hall, even though you have seen the dues coming out of your check. The Hall hasn’t received the monies yet.

Wichita and Frontenac pay their own dues so these receipts also let them know what their status is and give them information on what is owed.

Another item on the receipt that leads to some confusion is in the “Now Owe” column. If you show a negative number, this means you have a credit balance. Dues are charged the first of each month, so a credit or negative amount in the dues column will be used as we charge dues for the coming months. You may also carry a credit balance for death benefits and this balance will also be reduced as future deaths occur.

For instance, in the sample receipt below, the -30.00 means you have a $30 credit toward future dues. When we charge August dues you will have a $15 credit and when we charge September dues you will be at $0.

We recognize that the receipts you receive are confusing, and that is one of the reasons we are looking at a different membership dues tracking program. This will enable us to give you an accurate picture of what you owe or what you have paid and your current status with less confusion. Also a uniform dues structure across the state will make things easier for all.

If you choose not to mail your member card in with dues payments, that is fine. We will send you dues “stickers” to put on your card. These are stapled to the upper right hand corner of your receipt in a little clear envelope. If you would prefer to get your member card stamped, take your receipt in to the nearest office (Wichita, Frontenac, Lawrence, Topeka) and your card will be stamped.

Members currently paying work dues, please include a note with your payment explaining which period you are paying for. This helps eliminate extra phone calls and errors.

Thank you for all your patience while we endeavor to make sure that your member information is tracked accurately.

Angie Hermann, Claudia Greer and Carol Ann Lewis
441 Office Staff

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<th>SAMPLE RECEIPT (Based on Wichita Over 65 Retiree Dues)</th>
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<td>TOTAL AMOUNT</td>
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What does Labor Day mean to you? Is it just another holiday? Just a three-day weekend? Just the last weekend of summer? Have you given it any thought?

This year there are plenty of opportunities to attend celebrations of Labor Day. Labor Day Picnics!! Labor Day Parades!! Labor Day Rallies!!

Listed are a few of the many Labor Day Celebrations in Kansas this year:

Saturday, August 30, noon to 2 p.m. in Manhattan City Park
Sunday, August 31, noon to 4 p.m. at the IAM #70 Machinists Hall, 3830 South Meridian, Wichita
Monday, September 1, Statewide Labor Day Rally begins at 10:30 a.m. on the south steps of the State Capitol in Topeka followed by parade and barbeque.

REMEMBER THAT ONLY ONE DAY A YEAR IS CELEBRATED FOR THE WORKING MAN AND WOMAN -- AND THAT IS LABOR DAY!

**NEWSLETTER COPIES**

If you know of a departed Brother or Sisters family that would like to receive a copy of this newsletter, please notify the Wichita office and we will add them to the mailing list.

**AREA PICNIC SOCIALS**

Picnic socials are to be planned for the end of the summer. Committee volunteers are needed in each area. Please contact your areas Business Representative to volunteer.