Business Manager’s Report

2012 in Review

This past year began with steady growth which continued throughout the year and ultimately provided many good job opportunities for much of the membership. As we approach the holiday season, what better time to look back and reflect on a year we can truly be grateful for.

The recession of 2009, 2010, and most of 2011 had its effect on Local 441. Even though the industrial side stayed fairly steady, the commercial side was practically nonexistent. Hours were down and the membership suffered because of the lack of work. The first indication in our industry that the recession was loosening its grip was noticed in the later part of 2011 when commercial job opportunities started to show an increase. This continued through 2012 with several large commercial projects awarded to signatory contractors such as the Fort Riley Hospital, the Iola Hospital, Mars M&M Plant, and the Mid-Continent Airport Terminal. Industrial projects became more abundant as well with a resurgence in the ethanol industry.

Hours worked in Local 441’s jurisdiction steadily increased throughout 2012 as compared to the previous three years with a projected 1,648,194 hours worked this year, which is an increase of over 170,000 additional hours worked compared to last year, and with all indications that 2013 will be even better. This Membership has shown tremendous resilience and should be congratulated for their hard work in supporting our contractors and protecting our market share and industry.

We will always 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 we are on the road to a brighter future and are ready to reap the benefits. As I mentioned earlier, with the increase in hours worked and a continued effort to keep expenses down, your General Fund will show a gain of approximately $180,000+ as compared to December 31, 2011. I also want to say thank you to your Local 441 Business Representatives for their dedication and tireless efforts to help insure fair contractors secure this work, which helps to provide employment for all.

Another reality that we need to be prepared for is one that has been mentioned several times at various union meetings and has been the topic of several UA Journals concerning the average age of the United Association’s work force. It is predicted that the 2012-2018 period will see the Baby Boomer population retiring and leaving the labor force at levels never seen before. Couple this with a recent report based on data from the Bureau of Labor Statistics and the Bureau of Census, the Construction Labor Research Council estimates that the construction industry will need 185,000 new craft workers annually during this time period.

As more and more of the Union’s Baby Boomers reach retirement age and leave the jobsites, they will not only be taking their skills, but also that portion of their paychecks which are used to fund our pension plans, health and welfare plans, and training programs.

[Continued on Page 6]

New Group of Apprentices

The new apprentice class of 2012 was sworn in during the membership meeting on October 8, 2012.
Manhattan/Fort Riley Area

Dear Brothers and Sisters,

Work in the area has been fairly steady. Our Fair Contractors continue to aggressively attempt to increase our market share. Kruse Mechanical has secured work at the VA Hospital in Topeka and McElroy’s has secured more projects in Manhattan. Crew size at the Fort Riley Hospital Replacement Project is expected to remain steady.

Activity on the NBAF facility site at K-State is currently nonexistent. There is some activity off-site that should help move things toward the start of construction. KSU is in the process of transferring ownership of the land to the Department of Homeland Security. The DHS will release $40 million, upon transfer of land ownership, to continue construction of the Central Power Station. Kansas is to match the $40 million. Another $105 million in bonds has been authorized by the Government for the start of construction. Proposals from bidders on the controls and alarms package are due February 8, 2013. This bid package is an estimated $35-$50 million. Total cost estimates for the facility currently exceed $1 billion.

Due to the election results we can expect lots of negative legislation aimed at Working Kansans. Prepare to voice and demonstrate opposition to any and all attacks on Labor. We cannot sit idly by in silence and let them destroy the rights we have fought for and earned over the years.

I look forward to seeing you and wish everyone a safe and prosperous new year!

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

Employment Dispatch

Hello Brothers and Sisters

FOUR MORE YEARS! All Unions are very fortunate that the Obama administration was reelected. The United Association is especially fortunate. And let me explain why. I’m sure everyone remembers in the last presidential election, the UA was the first building trades to endorse Barack Obama for President. That means we had a target on our back if Mitt Romney had been elected. Part of his campaign was to eliminate Project Labor Agreements and shut the so-called union bosses.

It was no secret that if Mitt Romney had been elected President he would have tried to kill all unions in this country. Part of his campaign was to eliminate Project Labor Agreements and shut the so-called union bosses.

Our work in Local 441 has been very good this year. We have slowed down a little, but I expect work to take off again after the first of the year around the February timeframe.

The Mars candy plant in Topeka has finally started. The project was broken into several bid packages and all have not been awarded yet. P1 Group was awarded the underground package with the help of your target fund. US Engineering was awarded the rack piping.

Waldinger is finishing up ethanol plant work in Oakley which peaked at 85 fitters and welders. They also have the new airport which will be starting in mid-December.

Dean E. Norris’ work at Spirit is booming with about 70 members there. All in all there is a lot of potential for work next year.

Have a Merry Christmas and a prosperous New Year!

Fraternally,
Bill Urton (316) 265-4291
Business Representative/Dispatcher

Lawrence Area

Dear Brothers and Sisters,

Sterling Boiler has completed their bag house projects on units 4 & 5. Unit 3 will have a tie-in beginning February 2013. Then all units will be updated to meet EPA standards.

This project has created steady jobs for the last year and half. Work on the Mars Plant has started and the underground is finishing up and they are now installing piping in the pipe racks. Hope to keep manpower in the plant for the next year.

Taylor Forge is busy working some overtime at the present time and work should continue for a while. Wolf Creek is gearing up for their outage in January 2013. This should be around a six-week outage. Jeffery Energy Center should start ground work in February 2013 on a year or two of work on upgrades on their EPA standards.

The Lawrence training center has five electric welding machines that they are accepting bids on. They are the red Lincoln arc welders. If interested contact Denis at (785) 423-4995.

Wishing you and your family and friends a blessed holiday season. Hoping 2013 is a good year for all.

Fraternally yours,
Denis Wittman (785) 843-3151
Lawrence Business Representative
930 E. 28th St., Lawrence, KS 66046

Visit YOUR Union Website: www.UA441.org
Dues Increase in 2013

NOTE: At the UA Convention in August 2011, it was approved that the per capita for the UA would increase. Effective January 1, 2013, in accordance with the UA Constitution, your monthly dues will increase from $26.00 per month to $27.00 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, 2013</th>
<th>Current Monthly Dues Rate</th>
<th>New Monthly Dues Rate Effective 01/01/2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman-Building Trades*</td>
<td>$26.00</td>
<td>$27.00</td>
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<tr>
<td>Journeyman-Metal Trades*</td>
<td>$22.00</td>
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<tr>
<td>Tradesman*</td>
<td>$22.00</td>
<td>$23.00</td>
</tr>
<tr>
<td>Apprentices*</td>
<td>$22.00</td>
<td>$23.00</td>
</tr>
</tbody>
</table>

Retired Members Who Are NOT 65

| Retiree-Building Trades*                       | $22.00                    | $23.00                                    |
| Retiree-Metal Trades*                          | $21.00                    | $22.00                                    |

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

| Retiree-Building Trades*                       | $22.00                    | $23.00                                    |
| Retiree-Metal Trades*                          | $21.00                    | $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.

Wishing you joy this Christmas and in the New Year!
As a Local Union we all need to work together to make sure a qualified trained work force is ready to step up and fill the positions that are going to be vacated.

TRAINING DEPARTMENT

The training program has gone through many positive changes over the last few years as it has transitioned to full-time day school. Much is owed to outgoing Training Director Kerry Stine for his outstanding dedication to the program over the past six years and also Kenny Englert, who will be retiring at the end of this year after 30 years as the lead apprentice instructor. These two working together are the primary reason Local 441 has such an outstanding day school program in operation today. Thank you!!!

I would like to take this opportunity to congratulate and welcome Local 441’s new Training Director, Mike Magennis. We continue to improve our training programs in conjunction with our contractors, by spending over $1,300,000 annually. Switching our training program from night school to a day school structure has proven to create a much better environment to achieve maximum potential for apprenticeship training. Providing a highly skilled future work force that is qualified and prepared is a crucial part of what we have to offer to our signatory contractors. This is an area that we must always strive to improve.

The ever-evolving aspects of our trade related to technological advancements are just one of the many reasons we need to take our training program to the next level. We fully intend to continue to build this future work force base through qualified and superior training. Mike is the kind of individual that can make this happen. He not only possesses all the necessary skills, but also has the personality and confidence to be the face of our training program. He will attract and recruit new individuals to apply for our training program, and also meet with new contractors and potential customers and present to them the advantages of using manpower that is highly trained and skilled in their craft to build and maintain their facilities.

Another important characteristic of Mike is his belief and support of the Union. A big part of any apprenticeship training program is to pass on the heritage and brotherhood of the Union. Mike has been involved in many aspects of the Union such as Past President and served on the Executive Board and the Examining Board. But beyond that, he is dedicated to the union movement. For Mike, being a union member is not just his name on a card; it is his lifestyle. He no doubt will pass this on to the next generations.

Also joining the training department this month as instructors are Brian Burnett and Don Henry Jr. Both will be a huge asset to the future development of the training program.

NEW YEAR STARTS

Among many other activities, the next several months will be spent working with the various negotiating committees preparing and conducting contract negotiations. This is the end of our current Collective Bargaining Agreement, which will expire May 31, 2013.

These upcoming negotiations will involve all Zones within the state and will include not only wages and benefits, but all the language in the current agreement as well. We have been researching and collecting information to aid us in obtaining the best contract that we can negotiate; while remaining competitive in the future.

As this year fades and we anticipate the challenges of 2013, along with it comes a renewed commitment to you, the Membership. We know our strength is charged by our unity.

“New” Guy on the Block

By Michael J. Magennis, Training Director

I would like to introduce myself; most know me as “Gator,” but my real name is Mike Magennis.

I have been a member of the United Association for 26 years and have taught in the local—during night school—for 16 years (welding, pipefitting, rigging, OSHA). Over the last five years, I have helped develop and instruct the CWI Prep and the ATR class for the UA. Through this endeavor, I have had the opportunity to travel around the country to various locals and instruct UA brothers and sisters as well as network with the training departments and the locals in these areas, gaining insight of how others do their training in order to better ours.

In my few weeks as Training Director, I have added two new ATRs for the UA weld testing program. In the Topeka and Lawrence area, I have asked Brother Dennis Wingert to come back on board to help Paul Preston with the testing and to help the members in those zones with their welding needs and continuing education.

In the southeast area, Frontenac, I have asked Brother Shelby McDonald to come on board to work on the UA weld testing and any continuing education needs that we may have in that area.

We had to replace our long-time, dedicated, Lead Instructor Kenny Englert, who is retiring at the end of the year. We offered the position to Brother Brian Burnett, from the Topeka area. He accepted the offer and will start this month. We also had our Pipefitting Instructor step down to take a job for a local contractor, so with the need to fill this slot, I spoke with multiple pipefitters across the state and decided on Brother Don Henry Jr. He will join us this month as well.

With their knowledge of the trade and their commitment to excellence, I know that these brothers will make a great addition to our training program and the future of our Union.

I believe that we have a first class training staff, with Steve Hogard, Paul Preston, Dan McCulloch, Kenny Englert, Kim Bushey, Jessica Luna, and all the new instructors. I look forward to taking our training program to the next level and leading edge in our industry.

Remember that you, as journeymen, set an example every day 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.

Next UA weld test is 12/15/2012 at the Wichita training center. You must call the training office to be put on the schedule.

Plumbing and Pipefitting Industry Health and Welfare Plan of Kansas

Prescription Drug Coverage

By Patrick Donohue, Plan Consultant

Under the current pharmacy plan your prescription drugs are covered like any other medical claim and are reimbursed at the same levels -0- deductible 50/50 share pay (co-insurance) until an individual reaches $1,500 or the family reaches $3,000. You do, however, have to pay the full cost of the drug at the pharmacy level and then request reimbursement from the Plan.

Effective January 1, 2013, you will no longer be required to pay the entire allowed amount for your prescriptions at the pharmacy and submit your claims for reimbursement. The pharmacy will now submit these claims for you and you will pay only your co-insurance amount to the pharmacy at the time of purchase.

Blue Cross Blue Shield of Kansas (BCBSKS) should send you new identification cards, prior to January 1, 2013. You must show your new BCBSKS identification card to the pharmacy at the time of purchase.

The Trustees feel that this is a really positive improvement to the Plan and reflects our commitment to the members to have a high quality, efficient Healthcare plan. Again, your prescription drug costs will continue to accumulate to your share pay maximum, just as it did in the past, but you should no longer need to pay the entire 100% of the cost of the drug at the pharmacy. You will only need to pay your 50% share until the share pay is satisfied.

If you do not receive your new identification card(s) or if you have problems at the pharmacy, please call BCBSKS Customer Service at 1-800-432-3990.

We will, in the future, be adding some other innovations to the Plan called UM or utilization management, which we anticipate will be relatively seamless to you the Participant, but will help control our drug utilization and make the plan as efficient as it can be. This will not take place until the middle or the end of the 2013 plan year and you will be given ample notification on how this new protocol will affect you.

We will continue to look at where costs can be cut, where we can be more efficient in our day-to-day operations, and strive to lower our operating expenses. We will create ways to identify the non-union competition more effectively, track job reports in each area and recognize upcoming projects early enough to have an opportunity to point them toward going fair. We will educate the end users, whether commercial or industrial, to the importance of better value bidding processes. We will be involved in the political scene not only on the national or state level but also the local level. We will build relations with local politicians in each area, such as County Commissioners, City Councils, School Boards, the Mayors, etc. And, we will make our presence known and promote our abilities as a trade union so that we are recognized and respected in the community.

Merry Christmas to All

The holidays are always a wonderful time of the year. Time spent with friends and with those we all work the hardest for, our families. Plenty of food and the faith that ties us together regardless of the religion you practice. Peace on earth and love for our fellow man, which goes hand and hand with the brotherhood we enjoy associated with the building trades and our local union. And the blessings that we have received this year with the work that has been secured and the ability to perform that work with skill and pride.

God bless and be safe on the job.
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. 14, Feb. 11, March 11

UA LOCAL #441 RETIREE MEETINGS

Frontenac Area Retirees
Tuesday mornings at Home Café, Cherokee, KS at 8 a.m.

Wichita Area Retirees
Meeting at the Hall, 1330 E. 1st Street N.,
on the first Wednesday every month at 10 a.m.
Breakfast is the second Wednesday of every month
(except December) at 9 a.m. at Spears Restaurant,
4323 W. Maple, Wichita.

Note: All retirees and spouses and former members’ widows
are welcome to attend any of the area meetings.
Call Jim Wilbert at (316) 722-6859 to RSVP.

OFFICE NOTES!!!

2012 COURTESY TAX INFORMATION
Local #441 office staff will be mailing you information
about 2012 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 2012 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.

Frontenac Area

Dear Brothers and Sisters:
Happy Holidays from Southeast Kansas! It’s been a great year! Work for Local Union 441 has been good throughout the State and the future holds great promise.
We have been working hard in SE Kansas bidding projects, but unfortunately, non-union contractors are hitting us hard. Gold in Springfield, MCA and Satterlee both located in Joplin are capturing most of the work in our corner of the state. Much to my disappointment, an Alabama contractor has been awarded the Evonic project. Work in the Coffeyville area is another concern.
But on a brighter note, the work on the Iola Hospital is going well. We still have 19 men, five of whom are apprentices, working this project.
We are looking forward to bidding some upcoming projects at Pittsburg State University and the Riverton powerhouse. These projects should come up for bid in 2013 which is right around the corner. We plan to aggressively pursue these projects.
Hopefully, President Obama will continue to help working families and create more job opportunities. Unfortunately, in the November state elections we lost two important seats in the House; District 1 in the Riverton area (Doug Gatewood) and District 4 in the Fort Scott area (Shirley Palmer). Big business money is busy trying to bring down working conditions that we work so hard to maintain. Our new legislators will need to work very hard so Kansas working families will not suffer.
I wish you and your family a very Merry Christmas and Blessed New Year!
Fraternally Yours,
Mike Wolownik (620) 231-4280
Frontenac Business Representative – Zone 1B

Wishing you joy this Christmas and in the New Year!
Labor Unions Receive Early Christmas Present . . .

OBAMA WINS!

Union election efforts throughout the U.S., and particularly in Ohio, reflected a motivated and active pro-labor turn out. In the four days leading up to the election, AFL-CIO members and volunteers contacted 800,000 voters in Ohio and registered 68,000 new voters. Union leaders say that momentum in Ohio started in 2011 in response to a Republican effort to ban public sector strikes and limit collective bargaining rights that was later repealed by an overwhelming majority.

During the campaign, AFL-CIO made 80 million phone calls to union members and working-class households, knocked on more than 14 million doors, and sent more than 75 million pieces of mail throughout the country. Other unions also reported large-scale election efforts.

Working America contacted more than 3 million swing or undecided voters; SEIU knocked on more than 3.7 million doors in battleground states; more than 18,000 USW volunteers participated in get-out-the-vote efforts on Election Day; and more than 15,000 CWA volunteers participated in election efforts in more than 38 states.

AFL-CIO President Richard Trumka Remarks on Speaker Boehner’s Proposal

Republicans are once again demanding benefit cuts to pay for tax cuts

Republicans are once again demanding benefit cuts to pay for tax cuts, and threatening to harm the economy unless they get their way.

House Speaker John Boehner’s recent “Plan B” proposal would extend tax cuts for people earning between $250,000 and $1 million, at a cost of $400 billion. At the same time, Republicans are demanding to cut Social Security COLAs through the so-called “Chained CPI.”

We call on Congress to reject House Speaker Boehner’s proposal to extend tax cuts for people earning up to $1 million and support President Obama’s demand for at least $1.2 trillion in additional tax revenues.

We further call on Congress to reject Republican hostage-taking and reject any cuts to Social Security, Medicaid, or Medicare benefits, regardless of who proposes them.

Crime in the Suites at Hostess Headquarters

By Jim Hightower | JimHightower.com

After saddling Hostess Brands with nearly a billion dollars in debt, engaging in years of gross mismanagement, plunging the sugary-snack-maker into bankruptcy, and eliminating the middle-class jobs of some 18,000 Americans, shouldn’t the owners and top executives at least have to say “We’re sorry” – and do some sort of penance? Of course they should!

But don’t hold your breath waiting for common ethics to flower in Hostess headquarters. After all, this is Corporate America – a laissez-fairyland where failure at the top is not punished, but magically rewarded. Thus, the maker of Twinkies, Ho Hos, Ding Dongs, and Devil Dogs has announced that 19 of the executives who made a mess of Hostess are now to be given $1.8 million in bonuses – on top of sweet pay raises they’d already grabbed.

The bonuses were described as “incentive pay” to keep these geniuses on the job as they oversee the firing of all those workers.

However, CEO Gregory Rayburn will not get a bonus. But shed no tears for him, since he’s currently being paid $125,000 – a month! – to dismantle the corporation. Also, while Lord Gregory has imposed a company-wide paycut on management employees, he generously exempted himself from the hit. Talk about a Devil Dog!

But, wait, there’s more. Not satisfied with killing the jobs of 18,000 workers, Hostess honchos also looted money that, by contract, was supposed to go into the workers’ pension funds! As the company was sinking toward afloat – and to disguise their incompetence.

The bonuses were described as “incentive pay” to keep these geniuses on the job as they oversee the firing of all those workers.

Two Yummy Union-friendly Desserts for the Holidays!

Rolo Pretzel Delights (Thank the UFCW members for Rolo!)

Ingredients: Small pretzels, ROLO Chewy Caramels in Milk Chocolate, Pecan halves

Directions: Heat oven to 350°F. Line cookie sheet with parchment paper or foil. Place one pretzel for each pretzel treat desired on prepared sheet. Top each pretzel with one unwrapped Rolo Chewy Caramel in Milk Chocolate. Bake 3 to 5 minutes or until caramel piece begins to soften, but not melt. Remove from oven; top with either pecan half or additional pretzel. Cool completely.

Chocolate Éclair Squares (Thank BCTGM members at Nabisco for Nilla Wafers!)

Ingredients: 2 cups milk (cold), 6 4/5 ounces vanilla flavor instant pudding, 8 ounces whipped topping (tub cool whip whipped topping thawed), 64 Nilla wafers, 2 squares semi-sweet chocolate

Directions: Beat milk and pudding mixtures with whisk 2 min. Stir in whipped topping. Arrange 16 wafers on bottom of 8-inch square dish; cover with 1/3 of pudding mixture. Repeat layers twice. Top with remaining wafers. Refrigerate 4 hours. Microwave chocolate in microwaveable bowl on HIGH 1 min. or until melted when stirred. Drizzle over dessert.