Mark Your Calendars:

- **April 27** 4:30pm Officers & Stewards Meeting—**CANCELLED**
- **April 27** 7:00pm Union Meeting/ Years of Service Awards—**CANCELLED**
- **May 13** Retiree 10:30am BIN-GO and Noon Luncheon—**CANCELLED**
- **May 18** 7:00pm Union Meeting—**CANCELLED**
- **May 25** Memorial Day—Offices Closed per Contract
- **June 22** 4:30pm—6:45pm Window Open to Pay Dues
- **June 22** 7:00pm Union Meeting
- **June 26-28** UA Softball Tournament in Cincinnati, Ohio—**CANCELLED**

Activate Local 440 Family Health Center

- 5550 S. East St., Suite B, Indianapolis
- (317) 879-5206

**HOURS:**

- Monday, Friday 6am—4pm
- Tuesday, Thursday 9am—6pm
- Friday 6am—12pm
- [www.activatehealthcare.com/local440](http://www.activatehealthcare.com/local440)

Serving participants of the Plumbers & Steamfitters Local 440 Health & Welfare Plan

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Donald J. Bough, Business Manager

I need to start this report with prayers, condolences, praise and well wishes. The Novel Coronavirus Covid-19 worldwide pandemic has sure changed a lot of the world and how we all perceive it. To the best of my knowledge at this time, Local 440 has only had a few positive cases and no deaths due to the virus. The officers, members, and staff of Local 440 send condolences to everyone who has lost a loved one due to this virus. We also salute and praise all the front-line workers in the military, medical, fire, police, food, distribution and other “essential” industries. Our prayers go out to all who have had anyone that has been affected by the virus and all that fight the good fight every day in the face of danger. We send well wishes for safety and health as we continue this battle with the invisible enemy.

I believe that as we move on into the future, we must take a step back and evaluate this virus. It has brought an unknown “risk” into our everyday lives. We deal with many risks every day such as driving, wrecks and the dreaded drunk driver. Most recently we all face the risk of the distracted driver not watching the road messing with their phone. Certainly, there are many other illnesses and other risks that we face. Every individual has the right to determine their own risk tolerance, the level of risk they are willing to take in their everyday life. For some, the tolerance with this virus is zero. The reason doesn’t matter, and they should be allowed to stay at home and isolate and protect their self and their family. Others change a little bit of their daily processes and are willing to carry on. The biggest focus that we all face moving forward is risk mitigation, the action of reducing the severity, seriousness, or painfulness of something. I believe that we, as an industry, must focus on mitigating the risk of this virus. When you look at CDC protocols and OSHA guidelines you can see positive steps to follow. First and foremost, if you’re sick, or believe that you have been exposed, stay home. We can follow the six foot “social distancing” policy. Wash your hands and wipe down surfaces. With tasks that require people to be closer than six feet, we can wear PPE and follow rules to sanitize after the task is complete. With other risks in the past we’ve mitigated by changes in human behavior and with laws. Certainly, we can work together and mitigate this risk to a minimum until the scientists and medical professionals figure out how to beat it.

One thing I know for sure is that the members of Local 440 are a truly resilient group. We stand together strong in every adversity that our industry brings. This too shall pass. We are not letting this virus stand in the way of our future. We have moved into our new building. It’s still a mess, kind of like living out of boxes when you move into a new house. We are back in full operation, following all of the guidelines the best we can. We’ve begun designing and putting the new training center together and the future of training has never been brighter. We’ve had to cancel meetings and other events, but we’ll have our grand opening, meeting and hand out years of service awards at the earliest opportunity. As of now, I’m hopeful that will be sooner than later, but we’ll follow all the orders and be together as soon as we are allowed.

The UA General office and other entities have cancelled events as well. The apprentice contests have all been cancelled for the year. I hate it for our local champions to not get to compete at the next level. We should all salute them for their skills and efforts. They’re certainly some of the best among us and the future is bright with their up and coming careers. I’m proud to say that when we can hand out the years of service awards, I’ll be receiving my 30-year pin. I would certainly be remiss if I didn’t restate, “I owe everything good in my life, less God and my family, to the UA and Local 440.”

During it all, we cannot forget that this is a presidential election year. There are many other important races as well. It is every citizen’s right and responsibility to educate themselves to the issues that affect them. Our union and the standard of living that it provides is high on that list for me. Please get out and vote.

In other union news, I want to welcome the newest member of the team. We’ve talked for quite some time about three underrepresented markets that our members represent. The HVACR service, the residential market and the most recent big growth market being the plumbing service sector. Per the by-laws, we can have as many as five business representatives. I’ve decided to bring Joe Gutzwiller onto the team to take on this task. Joe has been a member for 35 years. He’s held many offices and is a tireless volunteer for...
Donald J. Bough, Business Manager

Continuation from Page 2

our events. His career is broad in the industry. He graduated from the UA instructor training program and has been teaching in the school for 30 years. I have full confidence that he’s the right guy for the job so give Joe a shout of confidence the next time you get a chance. With Joe joining the team, he has stepped down from his elected position on the Executive Board. Per the by-laws, I have decided to fill that position with Chuck Barrette. Chuck has recently started instructing and was the next in line from the election. I have full confidence that Chuck will serve the members well in this position so congratulate him on well-deserved appointment.

As Americans we owe it to ourselves and our neighbors to support American business. Buy American made and union at every opportunity.

I will leave you with this quote:

“Gentlemen, we are going to relentlessly chase perfection, knowing full well we will not catch it, because nothing is perfect. But we’re going to relentlessly chase it because in the process we will catch excellence. I am not interested in just being good.”

Vince Lombardi

Be safe and healthy,

Fraternally,

Donald J Bough

Gary R. Beaman, Business Representative, Columbus area

Brothers & Sisters,

This newsletter article is by far the hardest I have ever written. At the time of writing this article, we are at war with the coronavirus, the invisible enemy. I hope that everyone you love and care for are safe and healthy.

This virus has, once again, brought sanitary conditions on the job site under scrutiny. We, as an industry, have been playing with dynamite for years. In my opinion, it is time our members and signatory contractors take the lead and show all entities of the construction industry how to help protect their employees. To change the culture of our job sites, we must have buy-in from our superintendents to the first day trainee. Our UA members run our projects, we all took the same oath of obligation as a member. (Section 153 of the UA constitution).

Brothers and sisters, we are at a point in history that we will be judged. All of us older members look back with fond memories and stories. What do we want today’s generation to think of our ability to help mold the next hundred years of our industry?

We will continue to safely man our work and give our customers world class service. To all of the craftsmen out there, stop and think, “How can I accomplish the task at hand and follow all CDC guidelines?” Before any of our members call and tell me I am stupid, you can’t follow all CDC guidelines. I personally grew up in a house where you could use the “f” word with less ramifications than the word can’t.

To our supervisors and signatory contractors, our rank and file members need all the P.P.E. required by the CDC. I challenge you to help us demand sanitary conditions on your job sites. Remember we all need a healthy workforce to meet the current demand in our market. We are all our Brothers and Sisters keepers. Take care of yourself and each other.

Gary R Beaman

gbemann@ualocal440.org

Robert R. Stieneker, Business Representative Indianapolis area

I would like to start out by saying I hope all of you are staying healthy and that you and your families endure and overcome this pandemic. This is something I myself thought I would never see in my lifetime, but here we are smack in the middle of an ever evolving and changing situation. The President and Governor are on one hand telling everyone to stay home then issuing an executive order to classify us an essential workforce in the next breath. The Governor and President confirmed what I have known my whole life and that is that we are an essential part of day to day operations of our state. As skilled craftsmen we keep the utilities maintained and up and running so the masses don’t live without them. We maintain the medical facilities so the first responders can do their amazing work. We have a large group of members working in the Pharmaceutical plants to ensure a steady flow of life saving... show all entities of the construction industry how to help protect their employees.”

Bob Stieneker

bstieneker@ualocal440.org

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Robert R. Stieneker, Business Representative Indianapolis area
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“I urge you to vote and vote by absentee ballot. We have a major battle on our hands in Senate district 20.”

medication. Not only are we maintaining these facilities, but we are working to ensure that as the needs of the nation change, we are on the frontline assisting to make these changes a reality. We are ready to step up when these companies find a suitable treatment and a vaccine for this monster virus to retrofit and build new facilities to produce whatever they need to win this WAR.

On the political front, we do have primary elections coming this May. Visit this site to see the labor endorsed candidates from the AFL-CIO, www.hoosierworkersvote.com. When you visit this website there is a link here to request an absentee ballot for the primary. I urge you to vote and to vote by absentee ballot. We have a major battle on our hands in Senate district 20. We are supporting Scott Baldwin for this seat. Baldwin is a Marine Veteran from Desert Storm and he has been a member of the IMPD in the narcotics division. He is running against JR Gaylor, owner of Gaylor Electric and we all know where he stands with organized labor. We have 2 UA contractors in the State Senate: Mark Messmer from Jasper and David Niezgodski from South Bend. We want to keep their voices as the sole voices for labor in the Senate.

As I am writing this newsletter, the move to the new facility is underway. It was with a heavy heart that we had to cancel our last meeting at the High School Rd facility. The memories of that place will forever be with all of us. I will never forget the picnics and many gatherings we had from the time I was a kid as well as being the place where I learned the trade in my apprenticeship. We are beginning a new chapter in this great local and will begin training the future of our trade at our new State of the Art Training Center this fall.

At this time, I would like to thank all of the instructors and apprentices who volunteered their time to help move the training center. It is a massive undertaking and couldn’t have been done without your help.

Fraternally,
Robert R Stieneker
bstieneker@ualocal440.org

Jack E. Neal Jr., Business Representative Muncie area

Dear Brothers and Sisters,

As I write this newsletter, we are heading into a rising peak of COVID-19 in the United States. Indiana is on a stay-at-home order. Like most of America, and myself, some of us are unsure what the next few weeks may have in store for us. What I do know and believe is we will get through this and we will recover from this setback, but there are a few things we need to do. We are all adults and we will do what we do, no matter what we are told, but sometimes we need to think about how our actions affect our family, friends and fellow Americans.

With that said, if you’re at home not working, stay at home until the all clear. If you are working and keeping the country going, please be safe and follow the CDC and OSHA guidelines.

Work in the area, as you can guess, is up in the air for now. Some upcoming projects are still in the planning stage with the bid dates pushed back. We have had work at Ball State shut down for a week and then it started back up under essential infrastructure. We have projects that are running with a minimal crew while others are business as usual.

We have ongoing projects and job calls coming in, and they are being put on the job line. We still have the need to man our projects and jobs. With that said, if you’re comfortable with going to work or taking a new job by all means do. Please remember to follow CDC and OSHA guidelines and practice all the safeguards.

My thoughts and prayers go out to our members and families to be safe and healthy during this crisis.

Jack Neal
jneal@ualocal440.org

Jamie Fife, Business Representative Kokomo area

Dear Brothers and Sisters,

What crazy times we are living in right now. We must remember to take care of one another and try to ride this storm out! Whatever it takes, we are in this together and your family is the most important thing you have going right now! With that being said, let’s all abide by the CDC regu-
Work is still in motion with the Criminal Justice Center (CJC). Greiner is starting to hire out there, and North Mechanical will be hiring again soon. Also, Watt Mechanical is out there! Eli Lilly is still going strong with the Fermentation, TPZ and Bldg. 100 projects. These projects are going strong at 5 and 6 days a week, 10-hour days. I have a feeling when this “Beer Bug” goes away a lot more will break loose. Conti is a contractor out of Michigan doing the job in the old GM/Delco building in Kokomo. They got the building ready which is now producing ventilators. There are school jobs coming up, as well, and I think we’re just going to have to see where this virus takes us!

After being pinned in my house on the weekends, I told my wife now I know what it was like to be grounded as a kid! Between grandkid’s birthdays, Easter, and who knows what else, I will have all kinds of parties to go to! All I can ask is that all of you out there please be safe and protect your families! God Bless.

Joe Gutzwiller, Business Representative

I would like to thank Don for this opportunity to give back to the membership. I look forward to working with my fellow brothers and sisters. If we have not met before, please do not hesitate to come up and introduce yourself.

I am married to Julie, and we have 7 kids between us. I would like to thank her for her support and for standing by me throughout our life together with its challenges. I am a third-generation UA member. My grandfather and father were both in the trade. I have a brother, John, two nephews, Jeremy and Aaron, and my son, Jeff, all in the trade. Jeff just finished his first year of the apprenticeship program, and I enjoy listening to him talk about his day.

On a more serious note, COVID-19 has touched us all in some way, myself included. At the end of March, I did not feel well. Probably like a lot of you, I just thought of allergies or a cold because my symptoms were not shortness of breath, a high fever, nor a cough. I was tired and achy. On a Friday, though, my symptoms became achy, extreme fatigue, a slight cough, and chills. This had me down for over a week, and on a Sunday, I sought the help of our Live Health Online app. The Nurse Practitioner listened carefully and ordered a test. My wife spent quite a bit of time on the phone to find out testing was unavailable to me at that time. It was a few days later, we learned Eli Lilly had opened testing to essential workers. We needed a doctor’s order for testing and called for an appointment. With this being all new, it was quite a process to get an appointment, but we soon found ourselves in line at Eli Lilly. Testing was quick and we found out within 48 hours that I was positive. I talked to our Activate doctors and received guidelines on starting this new journey in the hall. I encourage you that if you feel off, achy, tired, or have even the slightest cough, please reach out to the clinic. They have been extremely helpful, kind and concerned about the welfare of our members.

Joe Gutzwiller
jing@ualocal440.org

Jamie Fife, Business Representative Kokomo area

Continuation from Page 4

It has been a crazy time for all of us during the past month! We had begun interviewing for the new apprenticeship class and had interviewed 72 applicants when interviews were postponed due to the COVID-19 pandemic. We have many applicants remaining to interview when we can resume. On March 12, 2020 we cancelled or postponed all training except for a few Saturday Certifications and shortly after, all training was postponed. The State Apprentice contest, UA Apprentice contest, UA Regional Training, trade conventions, the Indiana State Pipe Trades Convention, and pretty much eve-
Training Department News

John Kurek, Director of Training

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Please keep our apprentices that will be topping out in your thoughts as well. They are missing out on some important events.”

Every event has been cancelled or postponed due to the COVID-19 pandemic. We were fortunate, if you can call it that, that we had a shortened school year, by doing longer class hours, meaning that our apprentices only missed a few weeks of training at the training center. Apprentices were also able to complete some of the classes by e-learning or home work. With school being shut down, we began moving to the new facility and by the time you read this we will be completely relocated. It is a truly beautiful and very well laid out facility. We now have the monumental task of building our new state-of-the-art training center.

There has been a lot said about High School and College seniors missing out on very special moments of their lives and graduations. Please keep our apprentices that will be topping out in your thoughts as well. They are missing out on some important events. Although, we do still plan on doing things when we can, and we may still be able to have the banquet in June. If you are working with or know one of these apprentice’s, recognize their accomplishment and tell them congratulations. Completing a five-year apprenticeship is not an easy task. Congratulations UA Local 440 class of 2020!

We do have some apprentices and some members off due to COVID-19. Many of our apprentices and members, that do not have a high-risk factor, are continuing to work, as the construction projects we are working on are considered essential. I believe that this a recognition that we can be proud of. However, essential doesn’t mean expendable.

Please be safe and use every precaution and follow the CDC guidelines if you are continuing to work during this pandemic. If you have a question or concern, please call us. We may not have all the answers, but we will do our best to help everyone during this time.

We will keep all of our members that are still working during this pandemic, and all our members that are affected by this pandemic and must stay home, in our thoughts and prayers.

I leave you with a thought:

Commitment is usually discovered amid adversity.

Stay Safe & Healthy,

John Kurek
jkurek@ualocal440.org

Class Updates and Information—contact Training Office to register 317-856-6426

Backflow Certifications: Testers must complete the IDEM “Active” list questionnaire if he or she wishes to be included on the “Active List”. You can verify your license or find your certification number on the PLA website, www.pla.IN.gov. This license does NOT expire. The expiration date listed on the PLA site only refers to the year in which the next Active List Questionnaire will be sent out. Testers can submit a completed questionnaire to IDEM any time they wish to update their information. A link to the questionnaire is on the Local 440 website.

Plumbing Contractors and Journeyman Plumbing License: You can renew online at https://mylicense.in.gov/eGov/ by using your license number (including PC or JP) as the login ID and the last 4 digits of your social security number as your password.

Continuity Reminders: Med Gas continuity payments are $30.00. Update reminders for Med Gas and Weld certifications are mailed the month before your expiration month. THIS WILL BE YOUR ONLY NOTIFICATION FROM THE TRAINING OFFICE REGARDING YOUR EXPIRATION.

Weld Shop: The weld shop is open Monday through Friday during the day. There is also open welding on Thursday nights and some Saturdays (registration required.) Please contact Todd Hendrickson at (317) 856-6426 Ext 114 to register for weld sessions or weld tests.

Like Us on Facebook: Be sure to “Like” the Training Center’s Facebook page for updates on classes, reminders and any other news related to the Training Center.
COVID-19 Information

Stay protected from the COVID-19 coronavirus by practicing social distancing, frequent hand washing, and limiting non-essential trips outside the home except to go back and forth to work. Without a vaccine and antiviral treatments, stopping the transmission and preventing the spread through these precautions continues to be critically important. Guidance has been issued by the Centers for Disease Control and Prevention ("CDC") on how to reduce your risk and your family’s risk to COVID-19.

SOCIAL DISTANCING – Keep a minimum distance of 6 feet from others in work and non-work settings whenever possible. It is critically important to do this on a consistent basis.

HAND WASHING – Wash hands frequently with soap and water for at least 20 seconds, the amount of time it takes to sing “Happy Birthday” twice. If soap and water is not available, clean hands thoroughly with hand sanitizer – alcohol-based (60% or greater).

AVOID GATHERING IN GROUPS – Currently, the CDC and many state guidelines recommend that no more than 10 people gather in a group.

LIMIT NON-ESSENTIAL SHOPPING AND TRAVEL – Staying at home whenever possible, for the time being, is a critical part of protecting yourself and your family from contracting the virus. Follow any state or local directives regarding stay-at-home or shelter-in-place orders and contact your local union with questions.

If you are working on job sites, ensure that you also:

WEAR ALL PPE – The task will define what PPE is needed. Ensure that all PPE required is worn, and properly cleaned and disinfected after each use. The UA Guidelines to Protect Worker Health provide guidance for working on sanitary systems and HVAC equipment including PPE recommendations.

CLEAN & DISINFECT TOOLS AND EQUIPMENT – Before and after each use. Avoid sharing tools if possible. Follow guidelines for tool cleaning provided in the UA Guidelines to Protect Worker Health and at www.uia.org.

STAY INFORMED – Stay updated through your local union and UA communication channels. Get your news from trustworthy sources as the situation continues to evolve and change rapidly.

STAY HOME IF YOU ARE SICK AND NOTIFY YOUR EMPLOYER – In addition, if you test positive for COVID-19 or if you have symptoms of COVID-19 (such as a fever, cough, or shortness of breath), notify your employer and take immediate steps to self-quarantine following the guidelines issued by the CDC and any applicable state authorities.

#STAYSAFE #UASTRONG

Provided by the United Association
# Years of Service Awards

## 25 Year
- Richard A. Baker
- Michael D. Bishop
- Steven H. Bradway
- James A. Brand
- Steven D. Burchett
- Marc A. Clark
- Dean E. Conway
- Dean D. Dixon
- Daniel S. Eliason
- Thomas E. Gude
- Ronald E. Haus
- Gregory A. Henry
- David E. Howe
- William R. Johnson
- Christopher L. Kerr
- John H. Lents
- Richard S. Martinez
- Leonard M. Owens
- Duane E. Parker
- Paul S. Ponsler
- Philip A. Rubin
- Mark A. Sheely
- James W. Shockley Jr.
- Randal J. Spencer
- Jerry L. Steele
- Keith E. Stockdale
- John R. Stroup
- John G. Tansy
- Brian K. Thompson
- James L. Walters

## 30 Year cont.
- Mark D. Bateman
- Gary R. Beaman
- Donald J. Bough
- Norman W. Brooks
- Mark D. Browning
- David M. Bunnell
- Kevin P. Carr
- Tommy L. Carter
- Mark A. Christensen
- Kerry L. Estes
- Charles E. Evans
- Don S. Evans
- Jamie E. Fife
- Daniel J. Fisher
- Donald E. Golay
- George E. Guerrettaz (Deceased)
- James A. Guerrettaz
- Ronnie E. Knight
- Timothy W. Logan
- Michael R. Martin
- Richard K. McDonald
- Matthew R. McKeeman
- Scott B. Meyer
- Paul M. Patmore
- James R. Perry Jr.
- Michael J. Schubach
- Kenneth R. Sorrells
- Richard A. Stratman
- Lawrence R. Tolley
- Jeffrey A. Wardle
- Jason L. Watt
- Steven D. Wicks
- Russell S. Williams

## 35 Year
- Chris Baker (Deceased)
- Tracy D. Bills
- Scott W. Bremer
- Daniel R. Copeland
- Robert K. Dawson
- Robert L. Detweiler
- Steven C. Gierczak
- Charles A. Gowan
- Richard T. Guldner
- Joseph M. Gutzwiller
- James M. Johnson
- John H. Keesling
- Robert Mahan
- Jack E. Neal Jr.
- Steven A. Posey
- Boyd T. Reed
- Roy E. Reynolds
- Kevin Roberts
- John E. Schott
- Rick S. Smith
- Randall L. Turner
- Herman L. Williams
- John M. Wright

## 40 Year
- Larry L. Anderson
- Greg L. Bare
- Joseph K. Bauer
- Larry D. Boggs
- Gary W. Bowen
- Elvin D. Burden
- Dennis P. Campbell
- Van H. Castleberry
Years of Service Awards

40 Year Cont.
John Cox
John J. Daily
William E. Foernzler
Thomas Garard
Kristian K. Hahne
Timothy M. Hall
Steve Hendrix
Richard A. Jones
Robert W. Jones
Phillip D. Knight
Robert R. Knox
Stephen D. Logan
C.M. Lyons
John T. Manley
Ronald G. Masters
Ronald R. McArtor
Charles W. McCarns Jr.
R.A. McIntosh
Keith A. McLaughlin
Harold R. Megenhardt II
James R. Myrick
John F. Pfleging Jr.
Dale E. Pier
David L. Posey
David A. Prosser
Gregory W. Reed
Wade S. Reed
Randolph E. Rejer
Thomas H. Rich
Jim L. Richey
Gary L. Robinson
Daniel Rosenberger Jr.
Richard W. Saunders

40 Year Cont.
Steve A. Schmutte
Gary W. Schwomeyer
Thomas L. Sterrett
Jeffrey L. Walker
Guy R. Williams II

45 Year
Stevie F. Blakely
David C. Brandmaier
Edward M. Davis
Vernon A. Farr
William P. Hardin
Dick C. Hightshue
Daniel J. Morrison
Dave I. Pfaff
Kevin L. Roberts
Steven Sander
Danny Williams

50 Year
Donald E. Harris
Kenneth A. Lewis
Joseph Belcher
Robert E. Sitzman
Mark A. Beck
Gary A. Bledsoe
Stephen Christensen
Don A. Pauley
Ronald L. Rennier
Thomas J. Russell
George L. Selvia
James E. Tatom
Steven D. Green

50 Year Cont.
Gerald F. Lamb
Karl A. Long
Henry C. Nichols
Joseph E. Stieneker
Gary A. Summers
John H. Wagner
Rex A. Pitzer
Robert Mellencamp
Danny Goins
Thomas L. Klakamp
Michael L. Robinson
Ronnie H. Compton
Ernie E. Taylor
Donald E. West

55 Year
William J. Carden
James H. Dice
Benjamin E. Dillon
Ronald L. Garard
Cornelius Jordan
Harry J. Keplinger
Gary Manning
Garrett L. Ramsey
Merrell E. Reed

60 Year
Richard G. Fye
Cecil S. Hammond Jr.
James R. Luebbert
UA Scholarship Fund Information

We are pleased to announce that the United Association Scholarship Trust Fund is gearing up for the 2020/2021 academic year scholarship awards. Up to 112 scholarships totaling as much as $222,000 will be awarded this year, including 106 for students pursuing undergraduate studies and up to six for students pursuing graduate studies. Scholarships range from $1,500 to $5,000 each. Generally, dependents of UA members who are pursuing a post-high school education at an accredited college or university may apply for a scholarship (please see eligibility requirements and award criteria in the detailed instructions found with the application). In addition, six scholarships will be given to six “Second Chance” applicants. Those selected will be students whose academic achievement is not the best in their region, but rather students who demonstrate that they want another chance at an education that will help them get a good paying job. We are taking applications now. The deadline for submitting applications is June 7, 2020.

Awards will primarily be based on academic standing, personal achievements, and community involvement. Financial need may also be considered. However, financial consideration may also be taken into account in situations of a “tie-breaker.”

Some of the requirements for the application process and other application requirements include:

- The applicant must be planning or already post-high school education at an institution of higher learning for the Fall 2020 semester.
- Applicant must have completed or be about to complete high school or be a college student.
- Applicant must have been accepted for admission or be enrolled in an accredited college or university. Enrollment certification will be required prior to scholarship funds being disbursed to the successful applicant.
- A personal statement of 500 words or less is required. The applicant has a choice of the topics listed in the application on uascholarshipfund.communityforce.com
- Two letters of recommendation or reference letters are required to be submitted directly by the reference. One of those letters must be from a teachers or individual who is in a position to evaluate the applicant’s academic performance.
- The most recent official transcript of the student must be submitted.

More details on the UA Scholarship can be found at the UA website, uascholarshipfund.communityforce.com.

We would like to thank everyone for supporting the Fund, and look forward to awarding our next round of scholarships to our deserving UA students.
Announcements

Member Obituaries

**George Guerrettaz**, 73, passed away February 12, 2020. He was a Retired Plumber, and was initiated April 5, 1989.

**Michael L. Staab**, 63, passed away January 23, 2020. He was a Retired Plumber, and was initiated June 2, 1993.

**Don E. Toombs**, 84, passed away February 12, 2020. He was a Retired Refrigeration, and was initiated April 27, 1956.

**Chris M. Baker**, 62, passed away February 20, 2020. He was a Journeyman Pipefitter, and was initiated on February 11, 1984.

**Steven P. Urbine**, 57, passed away March 8, 2020. He was a Journeyman Pipefitter, and was initiated on April 6, 1998.

**Michael C. Breese**, 68, passed away on February 17, 2020. He was a Journeyman Plumber, and was initiated on August 4, 1997.

**Robert L. Nolte**, 85, passed away on February 3, 2020. He was a Life Member Plumber, and was initiated on August 23, 1967.

Recent Retirees

- **Daniel J. Gluff**  
  February 1, 2020
- **Lawrence R. Tolley**  
  January 1, 2020
- **James M. Johnson**  
  April 1, 2020
### HEALTH & WELFARE
Stewart C. Miller & Co., Inc

<table>
<thead>
<tr>
<th>Benefit Areas</th>
<th>March-20</th>
<th>% Paid</th>
<th>Apr '19 - Mar '20</th>
<th>12 Mo %</th>
</tr>
</thead>
<tbody>
<tr>
<td>In-Patient Hospital</td>
<td>$436,243.86</td>
<td>24.16%</td>
<td>$6,465,530.12</td>
<td>25.76%</td>
</tr>
<tr>
<td>Outpatient Hospital</td>
<td>$556,076.68</td>
<td>30.80%</td>
<td>$8,243,046.40</td>
<td>32.84%</td>
</tr>
<tr>
<td>Diag, X-ray,Lab</td>
<td>$137,832.46</td>
<td>7.63%</td>
<td>$1,530,036.80</td>
<td>6.10%</td>
</tr>
<tr>
<td>Prescription Program</td>
<td>$272,102.80</td>
<td>15.07%</td>
<td>$2,812,574.86</td>
<td>11.21%</td>
</tr>
<tr>
<td>Surgical</td>
<td>$64,950.74</td>
<td>3.60%</td>
<td>$940,679.77</td>
<td>3.75%</td>
</tr>
<tr>
<td>Other</td>
<td>$143,549.49</td>
<td>7.95%</td>
<td>$2,368,537.50</td>
<td>9.44%</td>
</tr>
<tr>
<td>Physician</td>
<td>$24,423.70</td>
<td>1.35%</td>
<td>$536,886.86</td>
<td>2.14%</td>
</tr>
<tr>
<td>*Prescriptions</td>
<td>$16,069.95</td>
<td>0.89%</td>
<td>$226,059.68</td>
<td>0.90%</td>
</tr>
<tr>
<td>Psych/Sub Abuse</td>
<td>$35,135.08</td>
<td>1.95%</td>
<td>$404,394.95</td>
<td>1.61%</td>
</tr>
<tr>
<td>Dental</td>
<td>$67,228.24</td>
<td>3.72%</td>
<td>$911,710.89</td>
<td>3.63%</td>
</tr>
<tr>
<td>Vision</td>
<td>$17,601.16</td>
<td>0.97%</td>
<td>$219,725.66</td>
<td>0.88%</td>
</tr>
<tr>
<td>Disability</td>
<td>$17,033.18</td>
<td>0.94%</td>
<td>$279,599.92</td>
<td>1.11%</td>
</tr>
<tr>
<td>Life Benefits</td>
<td>$13,500.00</td>
<td>0.75%</td>
<td>$111,000.00</td>
<td>0.44%</td>
</tr>
<tr>
<td>Taxes</td>
<td>$2,212.27</td>
<td>0.12%</td>
<td>$32,263.75</td>
<td>0.13%</td>
</tr>
<tr>
<td>Healthy Rewards</td>
<td>$1,350.00</td>
<td>0.07%</td>
<td>$18,100.00</td>
<td>0.07%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$1,805,309.61</strong></td>
<td><strong>100.00%</strong></td>
<td><strong>$25,100,147.16</strong></td>
<td><strong>100.00%</strong></td>
</tr>
</tbody>
</table>