Mark Your Calendars:

- September 5  Indy Labor Fest—CANCELED
- September 7  Offices Closed—Labor Day—Holiday as per contract
- September 19  Local 440 Picnic—CANCELED
- September 28  4:30pm–6:45pm Window Open to Pay Dues—CANCELED
- September 28  7:00pm Union Meeting—CANCELED
- October 7  Retirees Cookout (Bingo @ 10:00am, Lunch @ 12:00pm) - CANCELED
- October 26  4:30pm Officers, Elected Committees & Stewards Meeting—CANCELED
- October 26  7:00pm Union Meeting—CANCELED

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

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IMPORTANT ANNOUNCEMENTS

NEW WEBSITE FOR THE LOCAL 440 DC/401K PENSION FUND

The record keeping and reporting for the Local 440 defined benefit / 401k pension fund was turned over to Newport a while back. At that time, they assumed the retirementdirections.com website which has been our members access to accounts. Newport has completed the process of building their new website for that same reporting and member access. It has all the same features and a new look. We’re getting a new mobile app as well. You will be receiving information in the mail. We’ll also put the information on the members news page, on the website, with links and directions on how to access the site, login information, how to videos and contact information to get questions answered. The new website goes live on August 24, 2020.

FLU SHOTS

We’re not able to have the picnic this year but we’re working on still making flu shots available to the membership. We’re working on finalizing the dates and will be offering “drive thru” flu shots at the union office on a couple of Saturdays and a couple of evenings to make it easier for the apprentices. As soon as we finalize dates and times, we’ll get the word out.
Donald J. Bough, Business Manager

COVID-19 is still having major impacts on our lives. We are still not able to have meetings or host social events as it is just not smart to create that unnecessary risk. Please follow all the protocols and recommended procedures from the professionals that are trying to figure this out. The most important thing is that if you think you’ve been exposed, or have symptoms, err on the side of caution, isolate, and seek direction from medical experts. We have two great resources at our disposal in the 440 Activate Clinic and Live Health Online. We all must do our part to protect ourselves, our families and each other.

The initial woods and lake cleanup are complete and it’s safe for members to use them. We’ll certainly continue to make other improvements to the grounds and begin stocking the lake this fall. Please have your union card with you and don’t hesitate to ask anyone else to verify that they are a member or a guest. It seems that “No Trespassing” signs do not mean the same thing to everyone.

We’ve been organizing a lot of new members and we’re taking a record number of 70 new first year apprentices. I first want to welcome all of you. If you do your part, you’ll find this to be the greatest career opportunity with the greatest organization in the world. I certainly hope that we’re all living up to our oath of obligation in treating each other as brothers and sisters. We should all be sharing our skills and knowledge with each other at every opportunity and standing up for one another. We must never forget that as we stand together, we are always stronger. If we separate and stand alone, we will surely all fail.

Election season is in full motion and coming at us like a freight train. As polarized as things seem, as a labor union I will still say that we need to elect candidates that hold union labor and workers in high esteem. As they call us “essential”, we must ask ourselves if they truly believe that, or are they hurting us behind closed doors while nobody is watching. Please educate yourselves to the issues that affect our livelihoods and get out and vote accordingly.

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:
"I do not view the labor movement as part of the problem. To me, it's part of the solution," he added. "You cannot have a strong middle class without a strong labor movement."

- Barack Obama

Stay safe and healthy,
Donald J Bough
Business Manager
dbough@ualocal440.org
Gary R. Beaman, Business Representative, Columbus area

Only 80 Days Until the Election!!

Brothers and Sisters,

I hope this edition of the newsletter finds you and your loved ones in good health and gainfully employed. At the time of this writing, our local is very blessed with an abundance of work. The work in the south area is starting to slow down some, but the outlook for the area is very promising. The Veggie Burger Plant in Shelbyville is moving forward slowly. We have signatory contractors working to help procure that and other work for our members.

The 2020 Election is Tuesday, November 3, 2020. Please plan on getting out and voting. Labors’ voice needs to be heard loud and clear. I personally was told as an apprentice in this local to vote with my wallet. Some current politicians from both sides believe it is time to do away with our right to negotiate a fair contract for our membership. The members of this local are part of a well-respected International Union. Without organizations, such as ours, bargaining for fair wages and benefits, it is a race to the bottom of the tax bracket. With that said, please make your plans to early vote, vote by mail, or go to the polls on Election Day. The right to vote is one we as Americans should cherish; it was paid for by the blood of our forefathers.

Here is some current statistics on Covid-19 in our Jurisdiction. UA Local 440 is responsible for 26 counties in the state of Indiana. At the time of writing this article our jurisdiction had forty two percent of the positive cases, and fifty-five percent of the deaths in the state of Indiana (using Indiana Covid-19 dashboard). Everyone seems to have their own theory during this pandemic but let us all try to remember we share our group health and welfare plan. Please try to be as safe as possible.

As Brother Mike Brooks would say, “A tip of the old Hard Hat” to our office professionals who have come to work every day during this pandemic to make sure our member services are above and beyond any reasonable expectation.

The last thing I have for this article is if you are working on travel card, and leave the job for any reason, please get a copy of your termination slip to, or at least notify, one of your business representatives at home. If there is ever a problem with reciprocity it will help us track your hours and benefits.

Please Take Care of Yourself and Each Other.

In Solidarity,
Gary R Beaman
South Agent
Robert R. Stieneeker, Business Representative Indianapolis area

Continuation from page 3

being applied daily to our plans for dealing with COVID-19. I catch myself daily watching updates for changes in responses or common practices to best keep people safe. As a trustee on our health and welfare plan, we are in contact almost daily on how legislation will affect our plan and what our plan can do to make sure we are keeping up with the changes.

The trustees recently changed our eligibility rules for how coverage is earned as well as how new members establish eligibility for health and welfare. We approved going to monthly eligibility in lieu of the old quarterly system. Now you continue your coverage if you work 100 hours per month with any hours over 125 being applied to your banked coverage. You can still bank up to 6 months’ worth of extended eligibility. I want to let everyone know that if you had banked hours prior to this change being made your banked hours are STILL there. This change was made to make attaining initial eligibility for new members and new apprentices easier and that is the only reason.

For the Medi-care eligible retirees we are looking at moving their coverage to a labor first medi-care advantage plan thru United Healthcare on January 1, 2021. Your coverage will still be the same as before but the copays and deductibles from our plan previously will no longer exist after January 1st. This program also includes coverage for any travel outside the US, as well as the Silver Sneakers gym membership program.

The trustees also approved In-Service withdrawals from our Defined Contribution plan to comply with Federal Regulations. The trustees also approved a new retirement payment method of monthly withdrawals for our retirees from our DC Plan. In the past as a retiree you could only take 2 disbursements per calendar year or you were required to withdraw your total fund balance. With this new payment method in place our retirees can now leave their funds in our plan and enjoy the lower institutional fees that the fund has negotiated for our members.

Here’s a quick look into some larger upcoming projects in our jurisdiction; $500+ Million in hotels at Pan Am Plaza that includes an expansion to the convention center, $1.6+ BILLION for IU Health’s new complex that will sit between 16th St. and 12th St. and from Capitol Ave to I-65, $45 Million at the old Linde Air currently owned by Messer on the southside for Med-Air production facility and large school projects in Lawrence township, Zionsville and New Palestine school corporations just to name a few.

Stay healthy, vigilant and UA proud.

Fraternally,
Robert R Stieneeker
Business Representative

Jack E. Neal Jr., Business Representative Muncie area

Brothers and Sisters,

Work in the East is not looking too bad. We have some hospital work going on in Anderson and Muncie. There is a shutdown for West Rock Paper Mill in Eaton, IN later this year. Greiner Brothers was the successful bidder on New Palestine School project. Ball State and Nestle are still going strong. I want to thank our members that have been working day in and day out during this pandemic. Dealing with COVID-19 seems to be a job in itself. We see a lot on the news and social media about COVID-19, and I know that some people are divided on the issue. That’s fine but I will not take a chance with mine or your family’s health and safety. So, I will continue practicing COVID-19 protocol, and I suggest we all do the same.

A little bit on politics: with the upcoming general election, we can make the right
Jack E. Neal Jr., Business Representative Muncie area

Continuation from page 4

choice. We need to elect candidates that understand and support unions, like the UA, that help build this country one project at a time and build the middle class. We need candidates to fight against efforts to pass harmful bills like right to work and fight to protect collective-bargaining rights and prevailing wage across the county. We have seen firsthand in Indiana what happens when the wrong candidates gets voted in, a Right to Work State and Prevailing Wage gone!

Jack Neal
jneal@ualocal440.org

Continued on page 6

Jamie Fife, Business Representative Kokomo area

Dear Brothers and Sisters,

I want to start this month’s article by saying what a year we have had with this Covid-19 crap! I have been tested twice. They lost the first test, so I had to go back (fun fun)! I’m not really sure what to believe in this pandemic, but I know we must try and keep everyone safe. We are all doing the mask thing and praying we find a vaccine soon, so we can try and get back to normal! With that being said, I pray for all our members and families to stay safe and healthy.

Work in the area is going well, and we should feel grateful for the work we have. I have been talking to several locals that are starving to death right now. I am grateful we have been able to find manpower right now, and with a couple of jobs winding down, we have plenty getting ready to start up. Chrysler is looking at a major expansion at their North plant and bids are starting to go out. Messer bought the old Linde facility on the Southside and will be doing a changeover in that plant. Plainfield is getting a slow start on a new Elementary school on the westside also.

I would like to remind our members that are working on Travel Card jobs to please send us your termination slips or at least let us know, so we can keep our records straight on where everyone is. With the current travel dues and benefit reciprocity, it is critical for us to help keep things straight. Also, if you pick up a new job on the road, please call us and let us know! Please be safe and take care of each other!

Fraternally,
Jamie Fife
jfife@ualocal440.org

Joe Gutzwiller, Business Representative

Brothers and Sisters,

I would like to start this month’s newsletter by encouraging everyone to drink plenty of water. We always need to keep hydrated. High temperatures and humidity are expected this month, so we need to be extra careful. Also, let us all try to follow the new guidelines regarding wearing masks. I don’t like it, but I understand and respect the reasons why it is required.

I would like to thank everyone who met with me this month: Choice Mechanical, Jake’s Heating, Air & Plumbing, Marathon Service, AA Huber & Sons, ResolveTech, Salyer-Taylor, JMI, Bader Mechanical, JCI, HMH, Benchmark Mechanical, and the committee members on the MSCA.

The service work is currently busy, and contractors are always looking for good mechanics. If you know someone who you think would make a good union member, do not hesitate to talk to him about the program. Give me a call at the office, and I can get the information needed to contact our organizer.

I have attached the latest information regarding the plumbing license test. Please take a minute and read the information below:

The Plumbing Commission through PROV now has an alternative Journeyman Plumber and Plumbing Contractor testing format that

Joe Gutzwiller
jgutzwiller@ualocal440.org

Continued on page 6
The service work is currently busy, and contractors are always looking for good mechanics.

Joe Gutzwiller, Business Representative

Continuation from page 4

will allow candidates to test from home. The new "at home" online testing product is called "Exam Room". The PROV Candidate Information Bulletin, website and links will be updated to give the JP and PC candidates the option for the Exam Room test. The updated Bulletin will explain the procedures and equipment requirements for candidates to utilize Exam Room. There will also be a hardware test so candidates can verify if their computer hardware / software is compatible with the test platform.

Scheduling and testing will be unchanged except the candidate will have the option of choosing a test site (all test sites are currently closed) or Exam Room.

After scheduling their Exam Room test, candidates may use their system compatible home computer or any computer in a private room (including apprentice schools). PROV proctors will administer the test and actually watch the candidate throughout the entire session. The Exam room scheduling has begun with the actual test appointments in a week or two. As with anything new I am sure we will encounter a few bumps. Most will be the hardware requirements and candidates not reading the instructions thoroughly. It is unknown if this testing format will continue after normal testing sites reopen. Test applications are being processed by the Plumbing Commission office.

You can also go to www.provexam.com and in the information box type in “Indiana plumbing commission", then click the down arrow to get more information.

If you are due to take the exam, contact the training office to get your application submitted. If you do not have the capability to test at home, the training center will make accommodations for you to test on site.

I would like to finish this month’s article by saying congratulations to the new journeymen from the apprenticeship class of 2020. Please never stop learning, this is just one moment in your journey. Soak up all you can from fellow journeymen, don’t let this amazing knowledge slip away.

Joe Gutzwiller
jgutzwiller@ualocal440.org

John Kurek, Director of Training

Brothers and Sisters,

The new school year will have started by the time you read this. We will be starting school on schedule with masks required. Back to school night was canceled, as it is not feasible with the COVID-19 pandemic to have over 300 apprentices meet in the same room at this time. We will be following Indiana State Department of Health guidelines as well as recommendations from Local 440 Activate’s Dr. Schuster in handling positive cases and possible exposures. The Journeyman Course Catalog has been mailed out and none of the classes have been canceled at this time. The Med Gas class that was cut short has been rescheduled for 8/27/2020-9/17/2020 with the test taking place on 9/19/2020. As always, if you are wanting to sign up for a class just give us a call in the Training Office, and we will get you registered.

One of the best things about being a UA member is free training for life. When we have more skills and certifications, we are more valuable and our contractors can be more competitive.

The Local 440 Apprentice Graduation Banquet was held on July 24th. Todd Clements was named Apprentice of the Year, and Nick Roseboom received Instructor of the Year. If you are working with, or know, Todd or Nick, or any of the new journeymen, recognize their accomplishment and tell them congratulations.

We remain busy with nearly full employment of all apprentices. We have had some apprentices off due to COVID-19 (positive or quarantine). I am aware of five apprentices that have tested positive for COVID-19 and most are back to work and cleared to attend school. We are not over this pandemic yet, so we will continue to use every precaution and follow the CDC guidelines.

Navigating this situation is not something I take

Continued on page 7
Training Department News

John Kurek, Director of Training

Continuation from page 6

“When we have more skills and certifications, we are more valuable and our contractors can be more competitive.”

lightly. The health and well-being of every apprentice, member, and their families and friends is, and will continue to be, my top priority. We will make every effort to continue to hold related training in person at our facility. The situation is everchanging and we will adjust if necessary.

Thank you to everyone that has helped us prepare the new facility for this year. This will be an ongoing process with much of the hands-on training becoming operational throughout the school year.

I leave you with this thought:

A life of continual growth is never easy, but a good environment makes the swim upstream a little less difficult.

-Your Road Map for Success

Fraternally,
John Kurek
jkurek@ualocal440.org

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

Upcoming Classes

<table>
<thead>
<tr>
<th>Course</th>
<th>Days</th>
<th>Dates</th>
<th>Time</th>
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<tbody>
<tr>
<td>OSHA 10</td>
<td>Tuesdays</td>
<td>August 25 – September 8</td>
<td>5:00 PM – 8:30 PM</td>
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<tr>
<td>Auto Desk / BIM I</td>
<td>Tuesdays</td>
<td>August 25 – October 20</td>
<td>5:30 PM – 8:30 PM</td>
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<tr>
<td>OSHA 30</td>
<td>Tuesdays</td>
<td>October 27 – January 12</td>
<td>5:00 PM – 9:00 PM</td>
</tr>
<tr>
<td>Auto Desk / BIM II</td>
<td>Tuesdays</td>
<td>October 27 – January 12</td>
<td>5:30 PM – 8:30 PM</td>
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<tr>
<td>OSHA 10</td>
<td>Wednesdays</td>
<td>August 26 – September 9</td>
<td>5:00 PM – 8:30 PM</td>
</tr>
<tr>
<td>Auto Orbital Welding</td>
<td>Wednesdays</td>
<td>August 26 – October 21</td>
<td>5:30 PM – 8:30 PM</td>
</tr>
<tr>
<td>Auto Orbital Welding</td>
<td>Wednesdays</td>
<td>October 28 – January 13</td>
<td>5:30 PM – 8:30 PM</td>
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<tr>
<td>Auto Desk / BIM I</td>
<td>Thursdays</td>
<td>August 27 – October 22</td>
<td>5:30 PM – 8:30 PM</td>
</tr>
<tr>
<td>OSHA 30</td>
<td>Thursdays</td>
<td>October 29 – January 14</td>
<td>5:00 PM – 9:00 PM</td>
</tr>
<tr>
<td>Industrial Rigging</td>
<td>Saturdays</td>
<td>September 26 – November 14</td>
<td>8:00 AM – 4:00 PM</td>
</tr>
</tbody>
</table>

Recertification Dates
The next available recertification date for Industrial Rigging, Medical Gas Installer or NCCCO Signalperson is September 19, 2020 and November 14, 2020. Please contact the Training Office to register.

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 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.
Congratulations to the Apprenticeship Class of 2020! Also, pictured above (left) are the 5-year Perfect Attendance Award Winners. A special congratulations to Todd Clements (right) for receiving the Outstanding Apprentice Award. Also, a special congratulations to Nick Roseboom, pictured above (right), for receiving the Outstanding Instructor Award.
Local 440 Scholarship Winners

Maya Phipps
Maya Phipps, attending Indiana University, is studying Marketing. Maya is the daughter of Jay Phipps.

Morgan Stieneker
Morgan Stieneker, attending Olney Central College, is studying Paramedicine. Morgan is the daughter of Matt Stieneker.

Morgan Stack
Morgan Stack, attending St. Elizabeth School of Nursing, is studying Nursing BSN/RN. Morgan is the daughter of David Stack.

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Morgan Stack, attending St. Elizabeth School of Nursing, is studying Nursing BSN/RN. Morgan is the daughter of David Stack.

Morgan Stack, attending St. Elizabeth School of Nursing, is studying Nursing BSN/RN. Morgan is the daughter of David Stack.

Joseph Rhude
Joseph Rhude, attending Vincennes University, is studying Precision Machining. Joseph is the son of Dallas Rhude.

Madison Vauters
Madison Vauters, attending University of Indianapolis, is studying Nursing. Madison is the daughter of Ross Vauters.

Savannah Ponsler
Savannah Ponsler, attending IUPUC, is studying Nursing. Savannah is the daughter of Paul Ponsler.

Sarah Ash
Sarah Ash, attending Indiana State University, is studying Digital Arts. Sarah is the daughter of Scott Ash.

Jason Roycraft
Jason Roycraft, attending IUPUI, is studying Computer Science. Jason is the son of Michael Roycraft.

Morgan Stieneker
Morgan Stieneker, attending Olney Central College, is studying Paramedicine. Morgan is the daughter of Matt Stieneker.
**COVID-19 Information**

**Come to Work Symptom Free**

**AS YOUR TRUSTED HEALTHCARE PROVIDER, WE ARE HERE TO HELP**
you every step of the way. Please **call ahead** before visiting your clinic.

<table>
<thead>
<tr>
<th>SYMPTOM</th>
<th>COVID-19</th>
<th>COMMON COLD</th>
<th>FLU</th>
<th>ALLERGIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fever</td>
<td>Common</td>
<td>Rare</td>
<td>Common</td>
<td>Sometimes</td>
</tr>
<tr>
<td>Dry cough</td>
<td>Common</td>
<td>Mild</td>
<td>Common</td>
<td>Sometimes</td>
</tr>
<tr>
<td>Shortness of breath</td>
<td>Common</td>
<td>No</td>
<td>No</td>
<td>Common</td>
</tr>
<tr>
<td>Headaches</td>
<td>Sometimes</td>
<td>Rare</td>
<td>Common</td>
<td>Sometimes</td>
</tr>
<tr>
<td>Aches &amp; pains</td>
<td>Sometimes</td>
<td>Common</td>
<td>Common</td>
<td>No</td>
</tr>
<tr>
<td>Sore throat</td>
<td>Sometimes</td>
<td>Common</td>
<td>Common</td>
<td>No</td>
</tr>
<tr>
<td>Fatigue</td>
<td>Sometimes</td>
<td>Sometimes</td>
<td>Common</td>
<td>Sometimes</td>
</tr>
<tr>
<td>Diarrhea</td>
<td>Rare</td>
<td>No</td>
<td>Sometimes*</td>
<td>No</td>
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<tr>
<td>Runny nose</td>
<td>Rare</td>
<td>Common</td>
<td>Sometimes</td>
<td>Common</td>
</tr>
<tr>
<td>Sneezing</td>
<td>No</td>
<td>Common</td>
<td>No</td>
<td>Common</td>
</tr>
</tbody>
</table>

**Don’t spread germs at work.** If you are sick, stay home, rest and feel better.

Wash your hands often with soap and water for at least 20 seconds.

Avoid touching your eyes, nose, and mouth.

Clean and disinfect frequently touched objects and surfaces.

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You can see more information from Activate about COVID-19 @
https://www.paladinahealth.com/topics/covid-19-resources

The toll free COVID-19 Testing contact number is: **1-888-634-1123**

Also, you can find information at https://www.coronavirus.in.gov/
Member Obituaries

**William J. Carden**, 73, passed away June 25, 2020. He was a Life Member, and was initiated August 11, 1964.

**Richard L. Goar**, 87, passed away June 10, 2020. He was a Life Member, and was initiated October 12, 1960.

**Larry H. Thomas**, 74, passed away June 22, 2020. He was a Retired Plumber, and was initiated January 25, 1995.

Recent Retirees

- **Michael G. Hilterbrand**, August 1, 2020
- **Robert E. McKinney**, April 1, 2020
- **John E. Rust**, September 1, 2019
<table>
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<tr>
<th>Benefit Areas</th>
<th>June-20</th>
<th>% Paid</th>
<th>July '19 - June '20</th>
<th>12 Mo %</th>
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<td>In-Patient Hospital</td>
<td>$584,839.33</td>
<td>32.02%</td>
<td>$5,609,392.24</td>
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<td>Outpatient Hospital</td>
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<td>$7,107,295.56</td>
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<td>Diag, X-ray,Lab</td>
<td>$113,565.34</td>
<td>6.22%</td>
<td>$1,535,188.62</td>
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<td>Prescription Program</td>
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<td>Other</td>
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<td>$28,482.18</td>
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<td>$485,460.70</td>
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<td>*Prescriptions</td>
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<td>Life Benefits</td>
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<td>Taxes</td>
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<td>Healthy Rewards</td>
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<td>Telemedicine</td>
<td>$21,601.23</td>
<td>1.18%</td>
<td>$26,688.97</td>
<td>0.12%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$1,826,333.54</td>
<td>100.00%</td>
<td>$22,732,067.59</td>
<td>100.00%</td>
</tr>
</tbody>
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