Mark Your Calendars:

- Dec. 24 Christmas Eve—Offices close at 12:00pm
- Dec. 25 Christmas Day—Holiday as per contract—Offices closed
- Dec. 26 Training Office closed
- Dec. 27 Training Office closed
- Dec. 31 New Year’s Eve—Offices close at 12:00pm
- Jan. 1 New Year’s Day—Holiday as per contract—Offices closed
- Jan. 25 Local 440 Apprentice-ship Contest
- Jan. 27 4:30pm—Officers, Elected Committees & Stewards Meeting
- Jan. 27 7:00pm Union Meeting

Activate Local 440 Family Health & Wellness Center
- 5550 S. East St., Suite B, Indianapolis
- (317) 879-5206

HOURS:
Monday, Wednesday 6am—4pm
Tuesday, Thursday 9am—6pm
Friday 6am—12pm
- www.activatehealthcare.com/local440
- Serving participants of the Plumbers & Steamfitters Local 440 Health & Welfare Plan

Inside this issue:
- Business Manager’s Report 2
- Business Agents’ Reports 2-5
- Training Director’s Report 5-6
- Training Department News 5-6
- Elected Officers & Committeemen 7
- 2019 Fill the Foxhole “Packing the Boxes” Day Photos 8
- Brotherhood Outdoors features Brother Greg Porter 9
- Announcements 10-11
- Health & Welfare Report 12

From the Officers & Staff of Local 440
On December 7th the membership elected our Officers and Committee Persons who will begin their 3-year term on January 1, 2020. Congratulations to all of our newly elected members (see page 7). The polls opened at 9:00 a.m. and shortly thereafter the line of voters was out the meeting hall doors and the long line continued throughout most of the day. I want to thank everyone who came out to vote and also thank Chairman Troy Stieneker and the Election Committee for volunteering their time to ensure that the proper election process was followed. Great job by all!

Business Manager elect Don Bough included an endorsement letter from me in his campaign mailing. My endorsement was not only for Don, but also for Business Agents Gary Beaman, Jamie Fife, Jack Neal, and Bob Stieneker. As my letter said, I feel this team has the experience and leadership qualities to move Local 440 forward over the next three years. I am confident that they will take care of business and represent the membership well as we begin our new chapter at the Brookville Road facility.

As allowed by our By-Laws, Don has asked me to remain as an assistant after he takes office on January 1st for a period not to exceed three months. I have accepted and will work with Don as he transitions into his new role. This looks to be a very busy and exciting transitional period with completion of the new facility scheduled for the end of January and relocation beginning shortly thereafter.

At the conclusion of the transitional period and after 35 years of membership I will retire. I have been very fortunate to work with so many wonderful people throughout my career. From my time with R.M. Cotton, USECO, Havel Brothers, and Precision Controls to my years as a Training Coordinator and Business Manager, I have been the recipient of excellent advice, guidance and knowledge from many people. I want to thank you all, not only for your guidance but also your friendship. I look forward to continuing those friendships long past retirement!

“Merry Christmas and Happy New Year!
James M. (Bubba) Johnson
Business Manager
jjohnson@ualocal440.org

Greetings from The South Office
As the year 2019 comes to an end, I would like to stop and give thanks for the many opportunities of employment our membership has enjoyed this year. As a local, our work has continued to be plentiful for the membership and our signatory contractors. I would only hope that all of our members’ savings accounts, and/or rainy day funds, continue to prosper in a good economy.

As we complete this year, I would like to thank our membership for the many ways our membership has given their time, and efforts, to give back to the local and the community they live in. Rebuilding Together, Fill the Foxhole, UA Local 440 Golf Outing, UA Local 440 Picnic, Labor Fest, Spirit Of Christmas, UA Softball Tournament, and our volunteers working the polls at our UA Local 440 Election, are only a few instances the membership gives back to their community and local. As a representative of Local 440, I am humbled to be associated with our membership; your generosity of your time and resources is unprecedented.

In August 2011, I personally had the privilege as your president to appoint James “Bubba” Johnson as interim Business Manager. Our local history will show that this was as good a choice for the office of business manager that I, and your E-Board, could have made. I am happy for Bubba and his wife Mary to get to enjoy retirement. As a first year apprentice, the old craftsmen in this local said, “it was every member’s charge is to leave this a better local than when you came in.” I can, without any reservation, say that Bubba will leave this a far better local from his years of leadership.

Gary R. Beaman, Business Representative, Columbus area

“i can, without any reservation, say that Bubba will leave this a far better local from his years of leadership.”
Continuation from Page 2

phone call from The Indianapolis Airport Authority that will forever change the landscape and address of our local. Once again, after doing his due diligence, Brother Johnson rolled up his sleeves and went to work on our new union hall and training center; a union hall and training center we could all be proud of. These are just some of the highlights from the past eight years. I hope at the end of the day, Brother Johnson is as happy of his appointment of me as a Business Agent as I am with our appointment, and continued election, of Brother Johnson as our Business Manager.

I would, personally, like to thank all of our members who came out and voted on December 7th. It is an honor and privilege to be an elected Officer of this local. As a member of the “Bough Crew”, I can give you, the membership, my word that I will try and do my best to represent you every day. It has been said, for years, there is no “I” in team, and I did my homework. There is no “I” in local. In my opinion, it is time for us to come together as one. To Business Manager Elect Don Bough, congratulations!

With the promise of a New Year, and many new opportunities, I would like to wish our membership, and their families, a Merry Christmas and a prosperous New Year. I challenge our membership with a New Year’s resolution of attending more membership meetings and that all active working members obtain one new certification. When one of us gains knowledge of our craft, we all gain knowledge.

Merry Christmas to all,
Gary R. Beaman
gbeaman@ualocal440.org

---

Robert R. Stieneker, Business Representative Indianapolis area

Work on the West side is holding steady at this time. Work still continues at IUPUI with General Piping and two nice school projects are underway with Johnson-Melloh and Greiner Brothers. Work at Allison’s and Rolls Royce is still ongoing, and North Mechanical has hired a few more for the remodel at Riley Hospital. Work at the Marion County Community Justice Center has started but is moving slowly. They are waiting on more floors to get poured before they can safely start on the lower ones. Greiner, North, Sexson and Watt all have contracts to work on this project. Watt Mechanical has started at the intake center at the CJC site.

I would like to take a moment and thank all the members who have worked on the health care facilities in Indianapolis and throughout our jurisdiction. My wife recently had surgery at IU Health University Hospital. As I sat in the waiting room the “what ifs” started to sink in, it is very calming to know that the Medical Gas systems were installed by the best trained, and most efficient, workforce in Indiana - and even more over, by my brothers and sisters. The work done by our members goes unnoticed a lot of the time, and I, for one, just want to thank each and every one of you for being the best that you can be - day-in and day-out.

We had great results in the general elections in November. The Democrats actually managed to secure a super majority in the city county council in Marion County. We have some very good friends in office and they are willing to work with labor unions to help preserve wages and rights on all public works projects in Marion County. I am currently watching the Omnibus Bill at the National level. There is a buzz that some Republicans will be trying to attach a Pension Reform Rider to this bill. What has been discussed, here in the early stages, would increase taxes on current pensioner, as well as, raise the burden on healthy retirement funds almost to the point, if not complete-

ly, of extinction. I have been in contact with the UA and will stay alert for any changes or movement on this issue. I don’t think that this will gain much traction, but if it starts to, I will reach out to all of you and ask you all to start contacting your Representatives and Senators on this issue.

On December 7th, I was very honored to be re-elected Treasurer of Local 440. It has been, and will continue to be, an honor to serve the hardest working, best trained membership in the United Association.

I would like to wish all you the happiest of holidays this year; from my family to your family, Merry Christmas and a Happy, and Prosperous, New Year.

Fraternally,
Robert R Stieneker
rstieneker@ualocal440.org

---

Would you like your newsletter BEFORE it goes to press??? Send your email to Kayla Thompson at kthompson@ualocal440.org to get your newsletter immediately!
Dear Brothers and Sisters,

I would like to congratulate our newly elected Officers on their successful election and thank the past Officers for their service. For someone to be dedicated and willing to spend their extra time for the betterment of their local union is saying a lot for that person. To the members who came out to vote and to support the candidates and your local union, thank you for taking an active role in the direction of our local.

Work in East Central Indiana is in a holding pattern at this time with some promising projects coming in 2020. Nestle’s is planning a $200 million additional investment in its Anderson facilities. Ball State University has the Multi-Cultural Center and the Indoor Practice Facility coming up for bid and, from what we understand, they are looking at several projects down the road.

Over the holiday season, we continue to have young men and women serving our Country overseas. If you have a moment, please say a little prayer for our Armed Forces that those men and women come home soon, and safe, to their families. I would like to thank Ralph Culver, apprentices, members, and their families on the record-breaking number of boxes that were mailed this year with Fill the Foxhole program. I am sure our troops will appreciate the care packages they receive, while they are away from their home and families.

I would like to wish you a safe and happy holiday. Enjoy your family and loved ones. We hope you have a Merry Christmas, and Happy New Year, from my family to your family.

Jack Neal
jneal@ualocal440.org
Donald J. Bough, Business Representative

Brothers and Sisters,

The holidays are upon us and the weather is changing. The wife and I have learned over the years that presents and toys are not the answer, but activities and adventures that create time together are the preferred gifts for our grand-kids. That’s what memories are made of. I must admit though, I’m not much for the cold and do not participate in winter sports. Shoveling snow and playing around while plowing the driveway on the 4-wheeler is fun the first time, but then it kind of turns into work.

The new facility is coming together at a high rate of speed and we are on schedule for substantial completion at the end of January. As long as we don’t run into any major issues the union administration will move to the Brookville Road facility in March. The training administration and school move will follow sometime in April. It’s an exciting time for our Local union!

I know that all of the apprentices are excited to finish the school year in April instead of then normal May ending. I’m sure that they are just as excited at the anticipation of the school also moving in the month of April. If they check their schedules they’ll notice a couple extra “solidarity days” are included. A scheduling mistake, I think not.

My first knowledge of Local 440 was at the dinner table at my parents’ home. That’s when my dad showed me an advertisement in the Indianapolis Star which stated that Local 440 was taking applications for the apprenticeship program. That was 1984. I didn’t even know what a pipefitter was then. After making application, I started as a trainee in 1986. With some determination through two years as a trainee and three trips in front of the interview committee, I was finally accepted into the apprenticeship program in 1988.

I don’t think I would have ever dreamed that one day I would be the Business Manager of the finest organization I know. On Saturday, December 7th, the membership elected me for the position. I am honored and humbled that you all have put this trust in me. I have been a part of the administration in one position or another for almost 18 years now and I want every member to rest assured that the fire still burns in my heart for the primary purpose of our great union; to provide work opportunities for our members, which in turn provides a great standard of living and benefits for our families. I will continue to do everything in my power to carry on the great traditions that those before us have developed and entrusted us with.

I want to say a special thank you to our retiring Business Manager Bubba Johnson, who is not only one of my mentors, but also one of my best friends. I wish him a long and healthy retirement. Can you say scratch golfer?

I’d also like to take this opportunity to wish every member and their families a very Merry Christmas and a safe and prosperous New Year.

I leave you with this quote: “Coming together is a beginning, keeping together is progress, working together is success.”

--Henry Ford

Don’t forget to buy American and union whenever you can!!!

Don Bough
dbough@ualocal440.org

John Kurek, Director of Training

Brothers and Sisters,

2019 is coming to an end and this has been a very busy and productive year for Local 440. The new training center is coming along, and we will be moving in by April. These are exciting times for Local 440 as we embark on one of the biggest changes we have seen in decades. I am happy to report that Local 440 has been approved for a UA grant totaling $385,250.25 to cover some of the construction cost and updated equipment for the new training center. Don Bough was instrumental in helping me submit this grant and helping get it approved.

Thank you, Don.

We are continuing our outreach and recruiting efforts by attending many job fairs, speaking with students at area high schools, and by participating in the following: Build Your Future event, PHCC (Plumbing, Heating, Cooling, Contractors) National Convention and Apprenticeship Contest, AWS (American Welding Society) Student Night, FFA (Future Farmers of America) National Convention, and the National Apprenticeship Week. The Indianapolis City County Council passed a resolution recognizing the Indiana Union Construction Industry Apprenticeship programs, and Local 440 Apprentices Whitney Estes, Jazmine Jaramillo, and Jann Fidel attended the meeting representing union construction apprentices. I must thank each Local 440 member, instructor, journeyman, organizer, and apprentice that represented us at each of these events.

The spirit of giving was alive and well at the “Fill the Foxhole” event with over 600 care packages being sent to military personnel that will be away from home over the holidays. Thank you to Ralph “Boomer” Culver and Alice Culver for getting this started. It is a true example of the kind of people that...
Class Updates and Information—contact Training Office to register 317-856-6426

<table>
<thead>
<tr>
<th>Course</th>
<th>Days</th>
<th>Dates</th>
<th>Times</th>
</tr>
</thead>
<tbody>
<tr>
<td>Industrial Rigging</td>
<td>Saturdays</td>
<td>February 1 – March 7</td>
<td>8:00 AM – 4:30 PM</td>
</tr>
<tr>
<td>CFC Certification</td>
<td>Saturdays</td>
<td>February 15 – February 22</td>
<td>7:30 AM – 4:00 PM</td>
</tr>
<tr>
<td>UA-21</td>
<td>Saturdays</td>
<td>February 15 – February 29</td>
<td>7:00 AM – 4:30 PM</td>
</tr>
<tr>
<td>UA Star</td>
<td>Tuesdays</td>
<td>February 25 – April 7</td>
<td>5:00 PM – 9:00 PM</td>
</tr>
<tr>
<td>R-410A</td>
<td>Wed &amp; Thurs</td>
<td>February 26 &amp; February 27</td>
<td>5:00 PM – 9:00 PM</td>
</tr>
<tr>
<td>UA-41</td>
<td>Saturdays</td>
<td>March 7 – March 21</td>
<td>7:00 AM – 4:30 PM</td>
</tr>
</tbody>
</table>

**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:** Current licenses will expire December 31, 2019. 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.

**Recertification Dates:** Recertification dates for Industrial Rigging, Medical Gas Installer or NCCCO Signalperson are: November 16, 2019, January 11, 2020 and March 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 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.

Have a Merry Christmas and Happy New Year and don’t forget to renew your current Plumbing Licenses before December 31, 2019.

I leave you with this quote:

“There are no problems we cannot solve together, and very few that we can solve alone.”

—Lyndon Baines Johnson

Fraternally,
John Kurek
jkurek@ualocal440.org
The following members were elected on December 7, 2019 and will take office on January 1, 2020 for a 3 year term:

**President**
Mike Hammond

**Vice President**
Matt T. Stieneker

**Recording Secretary**
Derek Westfall

**Business Manager / Financial Secretary**
Don Bough

**Treasurer**
Robert R. Stieneker

**Inside Guard**
Cody Mosier

**Sergeant-At-Arms**
Armando Martinez
Adam Stauch
Bob Monday

**Executive Board**
Todd A. Hendrickson
Joe Gutzwiller
Kelly Hamilton
George “Tuffy” Poynter

**Finance Committee**
Calvin Beaman
Ryan Jagars
Dave Misener

**Examining Board**
Don Garner
Chad Condon
Chris Armstrong
Justin Cade
Dale LaHue
Joshua S. Lewis

**Negotiating Committee**
Joe Gutzwiller
Gary R. Beaman
Jamie Fife
Kelly Hamilton
Mike Hammond

**Building Trustee**
Nick Roseboom
Rick Hollin
Fill the Foxhole “Packing the Boxes” Day
UA Local 440 Member James “Greg” Porter was featured on the *Brotherhood Outdoors* TV series on December 8th (You can, also, see the episode December 16-22). Brother Porter was chosen for the episode for his love of hunting and the outdoors, and for the incredible gesture made by his partner, Michelle, and himself to raise 5 foster children over a 6 year period. Over that 6 year period, Brother Porter taught the children many aspects of hunting and about his passion for the outdoors.

UA Local 440 is proud to have a member like Brother Greg Porter, and you, the UA Local 440 membership, showed Brother Porter much encouragement and support! Brother Porter wrote the following email to Business Agent Gary Beaman to thank him, and the membership of UA Local 440, for all of the support:

*Mr. Beaman,*

*I would like to personally thank YOU and the Local 440 membership for the support everyone showed me during this amazing adventure. From the start of this, YOU were a very big support and promoter of not only the show but myself as a member of local 440. The feedback I have received from the membership has been unbelievable. Hopefully you have had chance to watch the show by now. Brotherhood Outdoors and The Union Sportsman Alliance really did an incredible job. Not only were they able to fit in my experience of the back country fishing expedition, they did an excellent job promoting Local 440, the UA, and union membership life. One of the questions on the application asked, Do you consider this a trip of a life time? My answer was, “a trip of a lifetime, please. It’s going to be a life changing experience.” They will never have a more truthful answer in the thousands of applications they will receive for future shows. I encourage anyone in joining the Union Sportsman Alliance, not only for their conservation efforts, but for their dedication to the union work force. Again, thank you Mr. Beaman, and the members of The Plumbers, Steamfitter, and HVAC Service Technicians Local 440.*

*Greg Porter*
Announcements

IU Health Employee Assistance Program (EAP) – the direction you need

Taking steps. Finding solutions.

EAP Experts can assist
The IU Health Employee Assistance Program offers free confidential counseling and referral services to union program participants and their eligible household members to help you with stressful personal and work-related concerns. No problem is too small or too big. Our licensed clinical team can help you discover solutions to problems, and help you locate resources in your community for greater work life balance and success.

EAP is confidential
EAP professionals are committed to maintaining your privacy. You can trust that your conversations with counselors are confidential.

EAP is available at no cost for employees and immediate household members
Visits to IU Health EAP are part of your benefits as an employee of your organization. If you are referred for services outside of the IU Health EAP, our counselor will link you to the most affordable resources available.

Services

Life Issues
- Stress, depression or anger management
- Grief and loss
- Assistance with sudden events that disrupt life
- Job or career concerns
- Dealing with marriage and family issues
- Dependent care assistance for children and elderly dependents
- Conflict and communication skills
- Drug and alcohol problems
- Financial and legal resource website, free phone or face-to-face consults and reduced rates

Work-site Issues
- Conflict resolution with co-workers or supervisors
- Consultation for managers
- In-service training and education at your work-site
- Support after a traumatic event

To make an EAP appointment, call 317.962.8001 or 800.745.4838, ext. 2 from 8 am - 4:30 pm, Monday – Friday. 24 hour crisis access by phone.
Member Obituaries

Michael “Dirk” Byram, 65, passed away October 21, 2019. He was a Retired Fitter, and he was initiated May 1, 1977.

Ralph L. Spalding, 61, passed away November 13, 2019. He was a Journeyman Plumber, and he was initiated on June 1, 2003.

James E. Wright, 60, passed away October 21, 2019. He was a Retired Fitter, and he was initiated on October 15, 1982.

Patrick J. Devine, 89, passed away November 16, 2019. He was a Life Member, and he was initiated on April 28, 1965.

Cornell M. Sims, 86, passed away October 28, 2019. He was a Life Member, and he was initiated on April 12, 1967.

John L. Neal III, 73, passed away November 20, 2019. He was a Life Member, and he was initiated on May 27, 1968.

Recent Retirees

<table>
<thead>
<tr>
<th>Name</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ted E. Slaughter</td>
<td>April 1, 2019</td>
</tr>
<tr>
<td>Michael D. Shipley</td>
<td>July 1, 2019</td>
</tr>
<tr>
<td>Morris D. Gyles</td>
<td>August 1, 2019</td>
</tr>
<tr>
<td>William B. Scott</td>
<td>September 1, 2019</td>
</tr>
<tr>
<td>Marty L. Lowery</td>
<td>October 1, 2019</td>
</tr>
<tr>
<td>Peter G. Binhack</td>
<td>December 1, 2019</td>
</tr>
<tr>
<td>Anthony R. Royer</td>
<td>December 1, 2019</td>
</tr>
<tr>
<td>Benefit Areas</td>
<td>November-19</td>
</tr>
<tr>
<td>-------------------------</td>
<td>-------------</td>
</tr>
<tr>
<td>In-Patient Hospital</td>
<td>$259,020.75</td>
</tr>
<tr>
<td>Outpatient Hospital</td>
<td>$640,785.14</td>
</tr>
<tr>
<td>Diag, X-ray, Lab</td>
<td>$127,047.79</td>
</tr>
<tr>
<td>Prescription Program</td>
<td>$213,992.58</td>
</tr>
<tr>
<td>Surgical</td>
<td>$101,118.43</td>
</tr>
<tr>
<td>Other</td>
<td>$183,484.15</td>
</tr>
<tr>
<td>Physician</td>
<td>$54,789.04</td>
</tr>
<tr>
<td>*Prescriptions</td>
<td>$20,765.92</td>
</tr>
<tr>
<td>Psych/Sub Abuse</td>
<td>$48,475.28</td>
</tr>
<tr>
<td>Dental</td>
<td>$66,711.84</td>
</tr>
<tr>
<td>Vision</td>
<td>$15,307.17</td>
</tr>
<tr>
<td>Disability</td>
<td>$19,428.59</td>
</tr>
<tr>
<td>Life Benefits</td>
<td>$4,500.00</td>
</tr>
<tr>
<td>Taxes</td>
<td>$2,473.14</td>
</tr>
<tr>
<td>Healthy Rewards</td>
<td>$1,600.00</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$1,759,499.82</td>
</tr>
</tbody>
</table>