Mark Your Calendars:

- **June 21-23** UA Softball Tournament in Cincinnati, Ohio
- **June 24** 4:30pm-6:45pm Window open to pay dues
- **June 24** 7:00pm Union Meeting
- **July 4** Independence Day—Holiday as per contract, all offices closed
- **July 22** 4:30pm Officers, Elect ed Committees & Stewards Meeting
- **July 22** 7:00pm Union Meeting
- **August 24** Local 440 Golf Outing
- **August 26** 7:00pm Union Meeting

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Activate Local 440 Family Health & Wellness 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

Local 440 accepts Top Notch Union of the Year and Training Excellence Awards at the 2019 Top Notch Standards of Excellence Awards Banquet held at the Indianapolis Motor Speedway
James M. (Bubba) Johnson, Business Manager

As you will see from the Business Agents reports, work opportunities in our jurisdiction are growing as we enter into the summer months; so much so that we continue to increase our organizing efforts and also increased the number of new apprentices entering our training program this month. Providing skilled craftsmen with the required certifications for our signatory contractors is the backbone of our organization. We will continue to search out those qualified for membership – licensed plumbers, certified welders, service technicians — and add them to our labor pool, therefore ensuring success for our contractors and continued work opportunities for all Local 440 members.

Joumeymen working under the mechanical contract received a $1.25 per hour wage package increase on June 3rd. Those working under the service agreement will receive a $1.50 per hour increase beginning July 1st. The residential contract calls for a $0.50 increase as of July 1st. These increases will be added to the on-the-check wages as there were no increases in contributions to our benefit package.

As was voted on by the membership, there will be a 1% increase to check-off beginning with the mechanical and service wage increase dates. This increase will go solely towards the cost of our new facility.

TOP NOTCH AWARDS

Top Notch of Indiana held their annual statewide Standards of Excellence Awards on May 16th at the Indianapolis Motor Speedway. Those in attendance included labor representatives, contractors, construction users, politicians, and civic leaders from around the state.

I am proud to say that Local 440 received the Union of the Year Award and also the Training Program of the Year. The awards acknowledged our achievements in membership development, union growth, industry and community involvement, and technology advancements in our apprentice training. We proudly accepted the award on behalf of all the officers, members, and staff of Local 440.

Thank you to Top Notch for being our statewide labor/management voice and their many efforts in telling the story of the Indiana Union Construction Industry.

UPCOMING EVENTS

The application for the Local 440 Scholarship is included in this newsletter. Up to eight $500 scholarships will be awarded to sons or daughters of Local 440 members. Please review the eligibility requirements and be sure to return your completed application by the deadline date of July 12th.

The registration form for the Local 440 Golf Outing is also included in this newsletter. The outing will take place on Saturday, August 24th at Hawks Tail Golf Course. We are limited to the number of golfers allowed, so be sure to return your registration form to lock in your spot.

CLOSING

Congratulations to all who received years of service awards at our April Union Meeting. Photos of award participants are included in this newsletter. I also want to thank UA Representative Robbie Johnson who assisted in the awards presentation and addressed the membership at the meeting.

James M. (Bubba) Johnson
Business Manager
jjohnson@ualocal440.org

Gary R. Beaman, Business Representative, Columbus area

Warning Pools Are Open
Brothers & Sisters

My first order of business is to thank our negotiating committee for the increases of $1.25 and $1.50 per hour on the mechanical and service agreements respectively. This will allow our working members to pay for our new facility in a timely manner, and still see a good raise on their paycheck. I would like to look back and also thank our predecessors for their vision in planning our High School Road facility some 43 years ago.

As a Local we have shared many union meetings, apprenticeship training classes, picnics, cookouts, Easter egg hunts, family memories, and the stories of the big jobs that were built right here in our parking lot over many adult beverages. As has been stated, no one wanted this move, it was forced upon us. When all is said and done, I’m sure our future members will have the same admiration for our new home that we share for the current facility.

As brother Mike Brooks would have said “a tip of the hardhat” goes to Colleen Taylor for the job she has done for our Local. Her commitment to excellence in every aspect of her job is beyond reproach. I would like to wish her success in all of her future endeavors. I was told as an apprentice that my goal should be to leave this local in...
Robert R. Stieneker, Business Representative Indianapolis area

Work in our jurisdiction is holding strong and the future looks even busier. The summer school work is manning up and Lilly has been adding manpower over the last several weeks. The need for licensed plumbers as well as certified brazers has arrived again. If you have these certifications, please keep them current, and if you don't have them, I encourage you to work towards getting them.

On the political front, municipal elections will take place in our cities across the state this November. These include mayors, city county councils, school boards and the like. In Marion County we are fortunate to have a city-county council that values the work of the building trades unions. The council has the final approval for any public works project that will involve money from the tax-payers in Marion County. They have done their best to maintain wage and worker protections on public works projects. Over the years we have made and continue to have many friends on the council who are willing and eager to work with the building trades to secure work for our memberships.

Effective June 3, 2019 a total package wage increase of $1.25 went into effect under the mechanical agreement. On July 1st those working under the service agreement will see a $1.50 increase. As reported at the April meeting this increase went directly on the check as wages. I can't think of a better time to begin participating in, or increasing your elective deferral into the DC fund. The DC fund had a strong 1st quarter and it looks as though the 2nd quarter will be just as strong.

Effectively June 3, 2019 a total package wage increase of $1.25 went into effect under the mechanical agreement. On July 1st those working under the service agreement will see a $1.50 increase. As reported at the April meeting this increase went directly on the check as wages. I can't think of a better time to begin participating in, or increasing your elective deferral into the DC fund. The DC fund had a strong 1st quarter and it looks as though the 2nd quarter will be just as strong.

The Health and Welfare fund is holding steady. I would like to thank all of you for being stewards of the plan. We are stewards when we use all of the money saving programs in our tool bags. From using the clinic as our Primary Care Provider to using the Live Health online and Good Rx apps, these all save cost to the plan.

I would like to congratulate the newly initiated 1st-year apprentices as well as the 5th-years that just topped out. You all have bright futures ahead of you.

I wish the best of luck to our Local 440 Softball Team as they move into competition at the UA softball Tournament in Cincinnati later this month.

Fraternally
Robert R. Stieneker
bstieneker@ualocal440.org

Gary R. Beaman, Business Representative, Columbus area

Continuation from Page 2

better shape than when I came into it, and Colleen definitely reached that goal. With that said, GREAT JOB and we will miss you.

The Local’s summer calendar is full of important events. To start off June we have apprentices Stanley Corson and Cole Stephens competing at the District 2 Contest in Detroit, MI. Also this month the fifth-year class graduates to the rank of journeyman and the Local 440 Softball Team travels to Cincinnati for the UA softball Tournament. The Local 440 Golf Outing takes place on August 24th at Hawks Tail in Greenfield (see entry form on page 7). The summer calendar will wind down with Indy LaborFest on August 31st and the Local 440 Picnic on September 21st.

Work in the southern part of the jurisdiction has remained steady and should stay busy until at least the fourth quarter of this year. Greiner Brothers will have started 4 school projects at Decatur County Schools by the time this newsletter goes to print.

In Solidarity
Gary R. Beaman
gbeaman@ualocal440.org

“The Local’s summer calendar is full of important events...”

“The PNC Retirement Directions website will still be active...”
Jack E. Neal Jr., Business Representative Muncie area

Brother and sisters,

The coming of summer also brings work opportunities for our members. Work in the East is on an upswing and I don’t foresee it slowing down anytime soon. We are busy now even though we have not fully entered into the school work and annual shutdown season. Recently there have been job calls that we have had to fill with travelers and several open calls for plumbers, fitters and welders that still need to be filled. You might say this is a good problem to have, and I agree, but it is still a problem. If you’re not working at this time, please hit the job line or give one of the business agents a call.

Several contractors have ongoing projects at Nestles in Anderson. Shambaugh & Son has the lion’s share of the work at this time performing ongoing maintenance work and installing a new line. They also are in the middle of a shutdown working two shifts. North Mechanical and Freitag-Weinhardt have also been on site at Nestles.

Salyer and Taylor has been successful securing the remodeling projects at IU Heath Ball Memorial. These projects are scheduled to continue for several years. Sater Electric is working on several schools in the area along with multiple projects on Ball State’s campus including the new Dinning Hall Facility. North Mechanical and Greiner Brothers also have ongoing projects at Ball State while Leach is and Russell is gearing up on the new Delaware County Jail.

In addition, I am tracking several projects that are coming to the area in the near future that will produce work opportunities for our members. The outlook for work in our eastern part of our jurisdiction is strong and I see it remaining so down the road. Just a friendly reminder please keeps your contact information up to date. This would include your beneficiary information on file with the Local, Stewart C. Miller, and the UA.

Enjoy the summer and please be safe!

Jack Neal
jneal@ualocal440.org

Jamie Fife, Business Representative Kokomo area

Dear Brothers and Sisters,

I would like to start this month’s article out by saying I am so tired of the rainy weather! The spring rains are still falling even though we are into June. Although I will have to admit that it did help the mushroom season and were able to add morels to a few our meals. The fishing has not fared as well. My lake is still 10 feet above summer pool and hopefully as it comes down the fishing will improve.

Now on to the work picture in the North. Requests for manpower in the North area of the jurisdiction have increased over the last few weeks to the point that we are looking to travelers to fill some spots. As of this writing there are still open calls for the Ivy Tech project in Kokomo. If you are seeking employment, please hit the Jobline or give me a call and I should be able to get you out.

The Buckeye Terminal (96th Street) and the Monosol (Lebanon) projects have kicked off. These projects were awarded to out of town contractors who work with the respective companies in many areas around the Country. School work is also starting to take off, and as has become the norm for this time of year, licensed plumbers are at a premium due to the shortened school construction season. There are also some nice projects taking off at Eli Lilly that will continue to require additional manpower. With that said, if you don’t have a Lilly background check filled out please contact me and we can get it taken care of.

I would like to congratulate Local 440 and the Training Department on receiving this year’s Top Notch Awards for Union of the Year and Training Program of the Year. This is a reflection of our membership and the work they put in each and every day - "Great Job" to all of our Members!

It is time to start thinking about the November municipal elections. This cycle includes many city, county, and schoolboard races across our jurisdiction. All I ask is you research your area candidates and vote with your wallet come election time! The work picture looks very promising and we can help ensure it continues by voting for labor friendly candidates.

Have a great summer!

Jamie Fife
jfife@ualocal440.org
Donald J. Bough, Business Representative

Brothers and Sisters,

I’m wondering if it’s time to build the Ark. The rain is sure making the grass look good, but it’s almost impossible to keep up with mowing. This has to be tough on the farmers. I know I was at least 3 weeks late getting my garden planted and now I guess I’m not even sure it will come up in the mud. It has certainly taken a toll on the construction of the new facility.

I am truly saddened by the decision of Eric Posey to resign as Director of Training and move on to other endeavors in his career. I wish him all the best in whatever avenue he decides to venture and I’m sure his talents will take him very far. As we move forward congratulations are definitely in order for our new Director of Training, John Kurek. His lengthy resume speaks for himself and John is excited at the chance to take on the administration of our program. I have the utmost confidence in his ability to guide the future of our training program.

As this newsletter goes to print, Stanley Corson and Cole Stephens are competing at the District 2 Contest in Detroit. I know that they are representing us as true piping professionals and I wish them the best of luck as they compete to make it to the National Finals.

Despite the unusual amount of rain this Spring, the construction of the new union hall and training facility is well under way. The 3rd round of drone footage was shot on May 7th and I posted the 360 video on the Local 440 Facebook page. At the time of this writing, the footers are complete, the underground block work is nearing completion and some of the underground utilities are in. Steel hit the jobsite the last week of May and erection started immediately. I look for substantial progress as we move through the summer months. The 4th round of drone footage should bear this out.

As part of May’s Solidarity Day a group of volunteer apprentices cleared more than 40 bags of trash and debris from the woods and around the lake of our new property. This is the first step in making the woods and lake accessible for the membership once the construction is complete. As was discussed at the last union meeting, we also have a proposal from a contractor to go in and remove all the dead wood and mow the underbrush. It’s a large task that requires a professional contractor, but when complete will make the area safe for the use of the membership. Upon final approval, the work will be done towards the end of the year.

I leave you with this quote:

"Individual commitment to a group effort – that is what makes a team work."

--*Vince Lombardi*--

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

Don Bough
dbough@ualocal440.org

Eric Posey, Director of Training

At the time this newsletter is published, Local 440 will have two contestants competing in the UA District 2 Apprentice Contest in Detroit, MI from June 3rd to June 7th. Cole Stephens is representing Local 440 in the Pipefitter division and Stan Corson in the Welder division. There is no doubt that both Stan and Cole will represent Local 440 professionally at the contest. Be on the lookout for contest winners announced on the Local 440 website and Facebook page.

New training center construction has progressed from footings and underground and now steel is flying into place. The building is taking form and will be state of the art. We are looking into some new furniture to replace some of our broken tables and chairs and to give our new training center an updated look. There is a huge amount to planning to still go into the new facility. Substantial completion is scheduled for next winter. We have possession of our current facility until next May. This will give us a 3-4 month window to move out of our current training center and into the new one. We will then have the summer of 2020 to unpack and set the building up for the 2020-21 school year.

The 2018-19 school year has come to an end. Congratulations to the 36 brand new journeymen who just finished their apprenticeship! The Local 440 graduation banquet will take place on June 14th. Give the new journeymen a pat on the back for a job well done. Likewise, we are starting a large new class of 1st year apprentices to begin their apprenticeship on June 3rd. Please be sure to help teach them safety and craftsmanship. Many of these new apprentices have never set foot on a jobsite and are unfamiliar with the dangers within. Apprentices only spend about 15% of their time in the classroom so it is important to teach them everything you know on the job and not to simply use them as cheap labor.

The school schedule for the

Continued on page 6
2019-20 school year is near completion. Due to the time table of new building completion along with the end of our lease at the current facility, we will move to a modified school schedule for one year. Classes will run in 7-week blocks for 4-hours per night from 5PM-9PM. This will allow us to wrap up school by early April 2020 and grant us a nice window to perform the bulk of the moving. There likely will be opportunities to utilize both properties by the end of the school year. The jour- neymen course catalog should be mailed out by mid-July. Be sure to check all of your certification cards and come to a scheduled ‘Recertification Day’ accordingly. Do not let those certs lapse that you worked so hard to get! Many of these tests require a 3-4 week registration time so sign up as early as possible.

It is my pleasure to announce that Local 440 won both the 2019 Top Notch Union of the Year as well as the 2019 Training Excel- lence Award. This year’s award application focused on our imple- mentation of Virtual Design Con- struction (VDC) curriculum - also sometimes known as BIM or CAD courses. This includes robotic total station (RTS) training, laser scanning, Revit, Navisworks, Au- toCAD, Bluebeam and much more. If you haven’t considered taking our VDC classes, I can witness that Local 440 is a step ahead of the majority of the UA when it comes to technology training. Derek Westfall has really stepped up to the plate and taken our tech training to the next level. I am proud to announce that the UA asked Derek to teach Jobsite Technology at the UA Instructor Training Program (ITP) this Au-
gust. I would also like to recog- nize Josh Reagan for teaching his 3rd year of Advanced TIG at ITP.

In closing, I recently an- nounced my resignation as Direc- tor of Training at the May 20th union meeting. This was an ex- tremely tough and sad decision for me to make. ISPTA Lead Or- ganizer and Local 440 member John Kurek was recently named as my successor. I wish the best of luck to Brother Kurek in his new role!

Eric Posey
eposey@ualocal440.org

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

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**Journeyman Course Catalog**

Keep your eye out in early August for the Journeyman Course Catalog that will show classes available for the 2019-2020 school year.

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**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. Be sure to have the continuity sheet signed by a company representative and return the completed form to the Training Office within 30 days of your expiration date. THIS WILL BE YOUR ONLY NOTIFICATION FROM THE TRAINING OFFICE REGARDING YOUR EXPIRATION.

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**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.) Summer Welding will be open on Wednesday starting May 29th at 3:30 and Saturday June 1st at 7:30 (registration required). They need to call Todd to register. Please contact Todd Hendrickson at (317) 856-6426 Ext 114 to register for weld sessions or weld tests.

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**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.
Local 440 Golf Outing

42ND ANNUAL LOCAL 440 GOLF OUTING

August 24, 2019  Hawk’s Tail Golf Course

The Local 440 Golf Outing will be held on Saturday, August 24, 2019 at Hawk’s Tail Golf Course in Greenfield. It will be a Florida Scramble as in the past, and is open only to members.

The price of the golf this year is $50.00 for active members and $20.00 for retirees. This cost includes greens fees, golf cart, food, drinks, and prizes. You will need to be at the course by 7:00am for registration. There will be a shotgun start at 7:30am. Food will be served at the course and will be followed by awards and door prizes.

Deadline for entry is August 9th. Early registration is encouraged! Teams will be made up from an A,B,C,D blind draw. You can make up your own foursome, but you will be ineligible for team prizes. Everyone will be eligible for door prizes.

All monies must be paid with your entry by August 9th. Due to limits at the course, it will be the first 120 entries only.

If you have any questions, contact Gary Beaman or Don Bough at the Local Union Office.

Please complete the form and return to:  Local 440 Golf Tournament

3747 S. High School Road

Indianapolis, IN 46241

All entries and monies must be received by August 9, 2019.

Name:_____________________________________________________ UA Card No.________________

Address:____________________________________________________________________________

City/State/Zip:_________________________________________________________________________

Check the appropriate box below: _______I am submitting a team entry including myself and:

1. ______________________

2.________________________

3.________________________

Approximate 18-hole score:___________

I understand that we will be ineligible for team prizes and each member must be paid in full by August 9, 2019.
Years of Service Awards Photos


Years of Service Awards Photos

45 years: Front Row (L-R): Claude Stickford, Bruce Morehous, Marc Moore, Paul Keenan, Steven Dugan, Ira Donald, and Craig Carr.

Back Row (L-R): International Rep., Robbie Johnson, President, Michael Hammond, and Business Manager, James Johnson.


**Years of Service Awards Photos**

**60 years**: Front Row (L-R): Eldon Mason and Jerry Brinkman. Back Row (L-R): President, Michael Hammond, Business Manager, James Johnson, and International Rep., Robbie Johnson

Receiving his **65-Year award** was Jack E. Robinson, pictured here with President Michael Hammond, International Rep. Robbie Johnson, and Business Manager James Johnson
Special thanks goes out to all the kids that participated in our Easter coloring contest. Thank you!
Dear Local 440 Team Members,

This letter is being provided to all my patients as official notice that I will be leaving the practice here at the Local 440 Family Medical Center as of August 2. It was a very lengthy—and I must say a very difficult—decision. By transitioning to a new practice, I will be able to spend more time with my family and stay closer to home. I have truly enjoyed getting to know you and your families and am honored to have been part of your health care for the past four years.

I want to reassure all of you that I am working hard to ease the transition of your health care needs to Dr. Melita Schuster and other providers within Activate Healthcare, as needed. If you need medication refills and have not been seen in the clinic for a while, I encourage you to schedule an appointment with me as soon as possible.

Please know I will continue to be here for you up until the day I leave. Keep up the great work on transforming your health and staying healthy. I will miss each and every one of you!

Sincerely,

Kristy Umana NP-C
Along with nutrition and exercise, sleep is one of the three pillars of a healthy lifestyle. Healthy sleep improves your health and quality of life in a variety of ways:

**HEALTHY SLEEP IS VITAL FOR YOUR PHYSICAL HEALTH**

It promotes peak performance and productivity. It also helps you fight off infection, maintain a healthy weight and avoid chronic diseases. Without healthy sleep, you are more likely to have heart disease and Type 2 diabetes.

**HEALTHY SLEEP IS ESSENTIAL FOR YOUR MENTAL HEALTH**

Healthy sleep helps you to balance your mood and emotions. Without healthy sleep, you are more likely to struggle with feelings of anxiety and depression.

**HEALTHY SLEEP IMPROVES YOUR MEMORY AND FOCUS**

It sharpens your mind so that you can think clearly. Sleep helps you excel at school and work. Without healthy sleep, you are more likely to be forgetful and make mistakes.

**HEALTHY SLEEP PROMOTES PERSONAL AND PUBLIC SAFETY**

It keeps you alert and helps you to react quickly. Without healthy sleep, you are more likely to have an accident while driving or at work.

Healthy sleep involves making the right choices to prioritize and protect sleep. Here are three keys to achieving and maintaining healthy sleep:

1. **Quantity** Most adults need at least 7 hours of nightly sleep for optimal health and productivity. Some people need more sleep to feel well-rested. Try to get 7 or more hours of sleep per night. Set a regular bedtime that is early enough for you to get a full night of sleep.

2. **Quality** Getting good sleep is important, too. Sleeping 7 hours each night isn’t enough: You also need quality sleep. Avoid common sleep disrupters in the evening. These include alcohol, caffeine and tobacco. Talk to your doctor if you are taking a medication that disturbs your sleep.

3. **Regularity** It also is important to sleep at the right time. Healthy sleep is part of the daily rhythm of life. Your body sleeps best at night when it is dark. It also functions best when you keep a regular routine. Try to wake up at the same time every morning, and go to bed when you feel sleepy.

The quantity, quality and regularity of your sleep can be disrupted if you have a sleep disorder. Talk to your doctor if you have an ongoing problem that prevents you from sleeping well.

Make healthy sleep one of your top priorities. You must sleep well to be well!

*Source: American Academy of Sleep Medicine*
Local 440 Scholarship Rules & Eligibility

Award Description: Local 440 will award up to eight (8) $500.00 scholarships this Fall.

Eligibility Criteria: To be eligible, a student must be a son or daughter of a Local 440 member in good standing. He/she must show acceptance into an accredited college and be a full-time student. (If selected, the scholarship funds will be sent directly to the college or university.)

Application Procedure: Complete the Scholarship Application and return to:

Scholarship Committee
Plumbers, Steamfitters & HVAC Service Technicians Local 440
3747 S. High School Road
Indianapolis, IN 46241

(or e-mail all documents to Sarah Robinson at srobinson@ualocal440.org—transcript may not be e-mailed)

All complete applications must be received in the above office no later than Friday, July 12, 2019. Be sure to send a certified copy of the most recent school transcript. Letters of Recommendation are welcome, but are not required. If additional space is needed, please attach a separate sheet. Each recipient must maintain a 2.7 or higher GPA (based on a 4.0 Scale) to be eligible for future scholarships. The final award decision will be made Monday, July 22, 2019 by the Local 440 Executive Board acting as the Scholarship Committee.

Final Decision notifications will be e-mailed to the applicants as soon as possible after determination.

Name of Applicant:_______________________________________________________  ____Male  ____Female
Address: _______________________________________________________________
City:___________________________________________________________State:_______ZipCode:____________
Phone: (_______)_____________________________Email:_____________________________________________
High School Graduation Date: (MM/YY):  ______________
SAT: Math__________Critical Reading:__________Writing:__________ACT: English:_______Composite:_______
Name of College/University: ______________________________________Student ID Number_______________
Field of Study/Major:___________________________Expected Graduation Date: (MM/YY):  _________________
High School/College/University Activities & Service Organizations:_______________________________________
______________________________________________________________________________________________
High School/College/University Awards:_____________________________________________________________
______________________________________________________________________________________________
Applicant’s (Student’s) Signature:_______________________________________Date:______________________
Member’s Name:_______________________________________________UA Card Number:__________________
Member’s Relationship to Applicant:________________________________________________________________

Please also include a 250-word essay on “How Has Belonging to a Local 440 Family Benefitted me?”

Completed applications must be turned in by July 12, 2019
Announcements

Member Obituaries

Charles F. Gaither, 61, passed away April 6, 2019. He was a journeyman refrigeration, and was initiated January 9, 1995.

John R. Stieneker, 77, passed away April 14, 2019. He was a retired plumber, and was initiated April 12, 1961.

Robert J. Schreiner, 94, passed away April 21, 2019. He was a retired plumber, and was initiated April 24, 1957.

W. Richard Wise, 93, passed away April 22, 2019. He was a retired steamfitter, and was initiated August 8, 1955.

Charles F. Gaither, 61, passed away April 6, 2019. He was a journeyman refrigeration, and was initiated January 9, 1995.

Robert Pier, 96, passed away May 2, 2019. He was a retired plumber, and was initiated January 26, 1951.

RV Ervin 83, passed away May 2, 2019. He was a retired pipefitter, and was initiated October 6, 1966.

Michael J. Lentz, 69, passed away May 7, 2019. He was a retired pipefitter, and was initiated September 8, 2000.

Recent Retirees

Duane E. Parker December 1, 2018
Randy J. Dawson April 1, 2019
Roy Hunter April 1, 2019
Randolph E. Rejer April 1, 2019
Floyd A. Rennier May 1, 2019
Paul M. Patmore June 1, 2019

This July 15, 2019 will mark 10 years since we lost Tony Dixon. You are so missed & loved by all. We love you Tony, Mom and Dad (David & Sharon Dixon)
HEALTH & WELFARE
Stewart C. Miller & Co., Inc.

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<th>Benefit Areas</th>
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<td>$208,095.01</td>
<td>9.69%</td>
<td>$2,641,000.82</td>
<td>11.49%</td>
</tr>
<tr>
<td>Surgical</td>
<td>$88,205.51</td>
<td>$86,847.27</td>
<td>4.04%</td>
<td>$1,028,743.06</td>
<td>4.48%</td>
</tr>
<tr>
<td>Other</td>
<td>$232,467.56</td>
<td>$194,535.56</td>
<td>9.06%</td>
<td>$2,045,020.41</td>
<td>8.90%</td>
</tr>
<tr>
<td>Physician</td>
<td>$39,973.80</td>
<td>$43,019.41</td>
<td>2.00%</td>
<td>$542,903.96</td>
<td>2.36%</td>
</tr>
<tr>
<td>*Prescriptions</td>
<td>$16,053.19</td>
<td>$15,419.51</td>
<td>0.72%</td>
<td>$244,644.12</td>
<td>1.06%</td>
</tr>
<tr>
<td>Psych/Sub Abuse</td>
<td>$31,233.98</td>
<td>$30,748.36</td>
<td>1.43%</td>
<td>$361,437.36</td>
<td>1.57%</td>
</tr>
<tr>
<td>Dental</td>
<td>$78,932.18</td>
<td>$75,794.92</td>
<td>3.53%</td>
<td>$855,296.88</td>
<td>3.72%</td>
</tr>
<tr>
<td>Vision</td>
<td>$22,048.87</td>
<td>$19,247.17</td>
<td>0.90%</td>
<td>$214,094.04</td>
<td>0.93%</td>
</tr>
<tr>
<td>Disability</td>
<td>$33,672.30</td>
<td>$33,050.05</td>
<td>1.54%</td>
<td>$331,660.56</td>
<td>1.44%</td>
</tr>
<tr>
<td>Life Benefits</td>
<td>$4,500.00</td>
<td>$22,500.00</td>
<td>1.05%</td>
<td>$101,499.98</td>
<td>0.44%</td>
</tr>
<tr>
<td>Taxes</td>
<td>$4,562.56</td>
<td>$4,457.90</td>
<td>0.21%</td>
<td>$47,717.95</td>
<td>0.21%</td>
</tr>
<tr>
<td>Healthy Rewards</td>
<td>$1,400.00</td>
<td>$1,500.00</td>
<td>0.07%</td>
<td>$22,025.00</td>
<td>0.10%</td>
</tr>
</tbody>
</table>

TOTAL                      | $2,592,009.93 | $2,148,147.56 | 100.00%| $22,983,977.51    | 100.00% |