Mark Your Calendars:

- **April 22** 4:30pm Officers, Elected Committees & Stewards Meeting
- **April 22** 7:00pm Union Meeting Years of Service Awards
- **May 1** Retiree 10:30am BINGO and Noon Luncheon
- **May 20** 7:00pm Union Meeting
- **May 27** Memorial Day-Offices closed per Contract
- **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

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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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2019 Local and State Apprenticeship Contest participants and winners were recently recognized at the March union meeting. Congratulations to all winners and participants.

Pictured above are FRONT ROW: Stanley Corson, State Winner in Welding division; Cole Stephens, State Winner in Pipefitting division; Zachary France, Local Winner in HVACR Service division; and William Greve, Local Winner in Plumbing division; BACK ROW: Michael Hammond, President; James (Bubba) Johnson, Business Manager; Robert Stieneker, Business Representative; Eric Posey, Director of Training; Jack Neal, Business Representative; and Gary Beaman, Business Representative.

The State winners will be competing in the District 2 Competition in June. Good luck Stan and Cole!! All your brothers and sisters are proud of your accomplishments.
James M. (Bubba) Johnson, Business Manager

Congratulations go out to 5th-year apprentices Stanley Corson and Cole Stephens who, as champions of the ISPTA State Apprentice Contest, will represent Local 440 at the UA District 2 Contest in Detroit this June. Stanley and Cole will compete in the welding and pipefitting competitions respectively. I was able to witness their professionalism at the State Contest, and I am sure they will give it their all in Detroit. Good Luck Stanley and Cole!

As I reported in the February newsletter the installation of the utility piping connecting the existing airport utilities to their new facility to our south is affecting normal access to the Hall. Our main drive will need to be closed for a period of time and we will need to utilize the south gate as our entrance. With this change, along with all the construction equipment in the area, please use caution when accessing our facility. Although the contractors will do everything possible to maintain full access while the utilities are being installed, we may be locked out for a short time. We will give you as much notice as possible should this be the case.

UA ORGANIZING FUND

It should be no surprise to any Local 440 member who has read the UA Journal that organizing is a top priority of the UA, and has become one of General President McManus' main objectives. The concept is very simple; anyone possessing the skills needed to do work covered under the jurisdiction of the UA has a right to be a UA member, and we have an obligation to organize them.

As General President McManus stated in his recent "state of the union" letter sent to all members, the UA has implemented the UA Organizing Fund that will require a $0.10 per hour contribution for all hours worked under our collective bargaining agreement. The Fund will be used for organizing efforts all across the United States and will include grants to State Associations who employ organizers, as is the case in Indiana.

It has been left up to the Business Manager of each local union to determine the source of the contribution. After much consideration, including discussions with the Executive Board, I have concluded that the contribution is best allocated from the Equality and Stabilization Fund and that there will not be a contribution increase. The $0.10 contribution to the UA Organizing Fund will come from the current special dues amount being collected.

MEMBERSHIP NUMBERS

I have been involved with organizing since being appointed Training Director in January of 2002, and I will admit that there were times when I would question why we were organizing so many apprentices into our program. I've had that same feeling at times with the number of journeymen being organized since becoming your Business Manager however, what I have come to fear more is, what would happen if we can't provide manpower to our signatory contractors?

I feel Local 440, and all locals under the ISPTA for that matter, have embraced organizing over the last several years. For instance Local 440 has organized approximately 270 members from 2008 to date. We have also indentured 296 new apprentices over that same time frame. With these numbers, one might think our total membership numbers would have increased substantially since 2008, when in actuality we have only increased total membership by 21 members. What is more eye opening to me is that our active journeymen number has actually declined by 150.

We have always been able to provide manpower to our contractors, but looking at the numbers we also have to agree that without organizing this would be a different story. Local 440 will continue to work with our ISPTA organizers to not only maintain, but grow, our number of skilled journeymen. We owe this to our contractors and their customers who demand quality; most importantly we owe it to our own organization that has stood the test of time since being founded on October 11, 1889.

James M. (Bubba) Johnson
Business Manager
jjohnson@ualocal440.org
Gary R. Beaman, Business Representative, Columbus area

Greetings From The South Area
As you read this newsletter it is allegedly spring in Indiana, but in my opinion old man winter has out lived his welcome. I would like to ask the membership for some suggestions on a new meteorologist for me – I’m tired of listening to the same broken record forecast. I can only hope that the weather will finally break and all of the good work in our territory will proceed forward for our members. While we wait, here’s wishing that you find a bushel basket of morel mushrooms, catch your limit of fresh fish, and never lose a single golf ball all year.

Work in the southern part of the jurisdiction is steady at this time. The work at Cummins has continued to keep several members gainfully employed and does not look to slow down any time soon. The expansion at Honda in Greensburg is moving toward completion at this time; however, there is rumor of more capital improvement projects in the near future. Work at Johnson Memorial Hospital is approximately 65% complete at this time. BMWC has a small shutdown at IPL Eagle Valley on the schedule for this spring (approximately 12 to 15 hands). HFI has been awarded projects at Valle Vista in Greenwood and an air handler project at the Cummins facility in Walesboro.

I had the privilege to judge the rigging competition at the Indiana State Apprentice Contest held at Local 172 in South Bend. We had four of the best contestants I think I have ever seen from one local - what a team! The old timers always said it takes a village to raise a child. You could also say, it takes the whole Local to train an apprentice. We should all celebrate the fact that our program has continued to be a leader in training and is well respected throughout the United Association. Local 440 has two young members moving forward to the District 2 competition in Detroit, and from what I have seen I am confident they both have what it takes to advance to the UA National Contest.

The planning process is underway for several upcoming labor related events in the Indianapolis area. The Central Labor Council is moving forward with the details of this year’s Indy LaborFest celebration. This event allows us to show case our skills to the city. The Council, with the help of the AFL-CIO, plans to also use this event to help grow local political ties as we enter into several local elections this November. The Rebuilding Together Indianapolis project is also taking shape. This project always leaves me honored and humbled to be a member of our organization. As in the past, I am enlisting volunteers to help those in our city who are in need.

Fred Schoenberg and James Chapella are organizing a charity bike ride benefitting Fill the Foxhole. The ride is scheduled for August 10th and from what planning I have seen it will be a very nice event. If you see them please stop them and say thanks.

The baseball/softball season is upon us. I will be managing the Local 440 Softball Team this year and I’m looking forward to another good run in Cincinnati. Look for more news about the “Boys of Summer” in the next newsletter.

In Solidarity,
Gary R. Beaman
fbeaman@ualocal440.org

Robert R. Stieneker, Business Representative Indianapolis area

Work on the west side is holding steady. The jobs at Brownsburg schools and Pike Township schools are holding steady. Work on the $84 Million expansion at IU West in Avon is getting started and Leach and Russell should have manpower on site in the next month. Work at Eli Lilly slowed over the past couple of months but should start picking up in the next month or so.

Work for the Capital Improvement Board (CIB) is continuing at Lucas Oil Stadium and the Indiana Convention Center in downtown Indianapolis. Local 440 has had no less than 3 contractors working between these facilities for most of the winter months. This is in addition to the 10 Local 440 members working under contract with the CIB on the maintenance of the facilities. These members take care of the day to day operations of the utilities for the CIB. Without the efforts of the CIB 440 crew the Indiana Convention Center and Lucas Oil Stadium would not be two of the most efficient facilities in the US.

I would like to take a moment and recognize our members Dave Prosser, Don Garner, Mike Goodson, Marc Heckart, Chris Kerr, Ron Knight, Damien LeJohn, Sam Blubaugh, Alan Puett and Steve Sellmeyer who make up the CIB crew. These members work large numbers of weird hours to ensure that when convention goers and sports fans visit our facilities, they leave having visited the finest maintained venues in all of the United States. Great job guys and keep up the good work.

The Local has started a new text message app and we will be using it to send out announcements of upcoming events for the membership, certification and testing status, training updates, and dues reminders. We will not be flooding you with texts, but will be sending out the occasional updates and notices from time to time. This service was started for two reasons, the first being the cost of continuing to send notices via 1st class mail when texts are less than a penny per text. The other reason is that with technology being the way it is, texting seems to be the most efficient way to reach the membership.

Continued on page 4
Dear Brothers and Sisters,

Spring is finally here, but in this State that doesn’t really mean much as far as the weather goes. I am ready for some mushroom hunting, lake activity for sure, and also some bike riding! My fishing rods are reeled and ready to go and I’m looking forward to the first fish and mushroom fry! I’m sure all the golfers are chomping at the bit also. Bring on the warm weather!

The work picture up North has been pretty slow all winter; however things are starting to pick up at the hospital project and the MonoSol Plant in Lebanon, where I look for a few hires in April. I met with the mechanical contractor hired by MonoSol last month to go over their manpower needs. He informed me that most of their scope deals with skid packages and he foresees needing between 6 and 8 plumbers and fitters to do this work and that it will take approximately 2 years to complete.

I have been talking to BMWC and the Lilly work will ramp up here in the next month or so. The Kokomo school work will boom again this year as will all the school work around the jurisdiction. The travel card work is also picking back up again. If you want to travel just remember that your dues have to be caught up; most locals will not accept a Bio if your dues are not paid! Please also remember that when you are on the road you are out there representing Local 440 and your brothers and sisters, so please take care of business!

I’ll close with another reminder about keeping your certifications current. You may not have had to use a certain certification in a while, but considering all that time and effort put in to getting them, please don’t let them expire. With all the hospital work coming, many job calls will require Med-Gas certifications. If you have any questions about your certifications, call the Training Office at 317-856-6426 to check their status.

Jamie Fife
jfife@ualocal440.org

Jack E. Neal Jr., Business Representative Muncie area

It’s been a long and cold winter. By the time you are reading this article I hope the weather has broken and spring is in full force. I am sure you’re like me and are ready to get some outside activities going; I’m just not sure my wife’s idea of outside activities will be the same as mine!

The Northeast still hasn’t changed much on the work outlook, but I’m confident that will change soon. The work and job opportunities are there I assure you. We have projects awarded to our contractors waiting to get started and many additional projects coming out for bid soon. Looking down the road there are also several projects that will come out for bid in the 3rd quarter of the year.


We had two Local 440 state champs Stan Corson – Welder and Cole Stephens - Pipefitter they are moving on to District 2 in Detroit in June. We wish them good luck in Detroit. We are proud of all four of are contests they represented Local 440 well. The next time you see Will Greve, Stan Corson, Cole Stephens, and Zach France let them know job well done!

Jack Neal
jneal@ualocal440.org

Jamie Fife, Business Representative Kokomo area

Our dedicated number for the texting app is 440-219-0440 and all texts from the Local will be from this number. Please save this number in your contacts. Please also make sure that we have your up to date contact information to ensure the information and news reaches you in a timely manner.

STAY SAFE!!!

Fraternally

Robert R Stieneker
bstieneker@ualocal440.org
Donald J. Bough, Business Representative

Brothers and Sisters,

Kermit the frog said, “Time sure is fun when you’re having flies.” Time sure is flying and I’m still having fun and its April already. It’s time for all the spring activities like golf, fishing, mowing the grass and of course mushroom season - I don’t hunt them myself, but I’m always hopeful for one of my friends that do to share some of those once a year tasty treats.

The transition with Eric in the training center is going great. He has some new ideas and is catching on quickly to the position. It’s going to be exciting to collaborate with him, and many others, as we design and develop the training center of the future.

Congratulations are definitely in order for our Local 440 apprentices that competed in the ISPTA state contest this year. I heard a lot of compliments from other people and can assure you that they represented us all very well. I am also proud to say that we have two champions who will compete at District 2 in June. Best of luck goes out to Stanley Corson and Cole Stephens as they move forward in their effort to make it to the UA National Finals.

The construction of the new union hall and training facility is well under way. The 2nd round of drone footage was shot on March 19th. You can view the 360 degree video on our Facebook page along with photos on the 440 web page. At the time of this writing the footers and columns are progressing throughout the three areas of the building which are defined as, administration offices and meeting hall (Area A), classrooms and training labs (Area B), and the weld shop (Area C). The construction schedule calls for the training sections of the facility to be completed first to accommodate the JATC’s build out of the weld shop and labs. The weather hasn’t been ideal and has pushed us just a bit behind schedule, but I am hopeful that steel will start in Area C by the end of April. I’ll keep posting updates as they come available.

I leave you with this quote:

“One thing about championship teams is that they’re resilient. No matter what is thrown at them, no matter how deep the hole, they find a way to bounce back and overcome adversity.”

--*Nick Saban*--

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

Don Bough
dbough@ualocal440.org

Eric Posey, Director of Training

It is my pleasure to announce that Local 440 has two new Indiana State Apprenticeship Contest champions in our ranks! Stan Corson won the welding division and Cole Stephens won the pipefitter division. Both Cole & Stan will continue on to the UA District 2 contest in Detroit, MI which takes place the week of June 3rd. Additionally, Will Greve (plumbing) and Zach France (HVACR) performed incredibly well, but came just shy of a victory. All four contestants did an exceptional job and made Local 440 proud.

Construction of our new union hall and training center is now officially underway. These are exciting times for sure. We are continuously brainstorming ideas to make our new home state-of-the-art. Please be sure to get with Don or I if you have any ideas. We are in the infancy of the International Training Fund (ITF) grant process. Any grants received will reduce the burden on the JATC as we outfit the new training classrooms and labs.

In February, the UA hosted the biannual Pipe Trades Training & Technology Conference (PTTTC). This year’s conference coincided with the UA Organizers Conference. General President Mark McManus addressed both delegations to emphasize the importance of strong connections between organizing and apprenticeship programs. Other highlights of the conference were courses including proper management of training funds, pending legislation impacting apprenticeship programs, marketing, and multiple courses on technology training.

The ITF is investing large amounts of money into technology and urging Locals to follow suit. I am proud to say that Local 440 has a great team of technology experts teaching our multiple BIM, drafting, and Robotic Total Station classes. We will continue to implement new technologies like virtual & augmented reality into our existing courses.

The interview process has concluded for our new incoming apprentice class of 2019. Each applicant who made it through the interview process receives a rank. Rank letters will mail out

Continued on page 6
Training Department News

Eric Posey, Director of Training

Continuation from Page 5

very soon and our new class of first year apprentices will start work on June 3rd. As new apprentices and trainees walk onto construction sites for the first time, please be sure to keep a close watch and ensure their safety. The average apprentice spends about 8 times as many hours on the jobsite as in the classroom. I ask that all journeymen lead by example and take the time to teach them the craftsmanship our jobs require.

Please remember to follow the UA’s new certification continuity policy detailed in my last article. It is imperative that completed continuity forms are sent into the training office with ample time for us to process them. Many members are still sending us blank, incomplete or lapsed continuity forms.

As we approach the end of the 2018-19 school year give the 5th year apprentices a pat on the back for a job well done. The training department is working on the 2019-20 class schedule and journeyman course catalog. All these courses will be hosted at our existing facility. We will then move to our new location for the 2020-21 school year.

Eric Posey
eposey@ualocal440.org

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

Recertification Dates
The next available recertification date for Industrial Rigging, Medical Gas Installer or NCCCO Signalperson is May 18, 2019. 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. 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.

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.
2019 Easter Coloring Contest Winners

Winners per age group:

**Boys, ages 0-2**
- Ray Jacobs — age 2
- Member: Nick Mappes

**Girls, ages 0-2**
- Lily Whiteman — age 18 months
- Member: Bob Killigrew

**Boys, ages 3-4**
- Russell Young — age 4
- Member: James Northard

**Girls, ages 3-4**
- Caroline Hodges — age 4
- Member: Mike Hall

**Boys, ages 5-9**
- Jordan Daigle — age 6
- Member: Christopher Daigle

**Girls, ages 5-9**
- Maddi Bigham — age 5
- Member: Joshua Bigham

**Boys, ages 10-12**
- No entries Submitted

**Girls, ages 10-12**
- Cora O’Connor — age 10
- Member: Bob Britton

Check out all the entries that were submitted on our Facebook page.

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**Fill The Foxhole News**

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**SAVE THE DATE**
CARE PACKAGES FOR OUR TROOPS

**FILL THE FOXHOLE**

**MOTORCYCLE RIDE**
AUGUST 10, 2019
Fraternal Order of Eagles
5556 US-40, Plainfield, IN 46168
INFO@FILLTHEFOXHOLE.COM

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Visit website for more news and events

www.fillthefoxhole.com
# Years of Service Awards—April 22, 2019

## 25 Year
- Steven L. Acton
- William E. Adams, Jr.
- Jeffrey T. Alvey
- Terry A. Baker
- Roderick Black
- Thomas A. Carr III
- Shane A. Davis
- Robert D. Dunham
- Steven C. Durham
- Brian S. Fuller
- John L. Gilliland
- Kelly H. Graham
- William C. Hamilton
- Robbin L. Harris
- Douglas E. Jackson
- Ricki D. Joslin
- Jon R. Koglin
- Troy D. Kolthoff
- David B. Lawson
- Marty L. Lowery
- Lawrence R. Mervar, Jr.
- Michael D. Nading
- Jason B. Nance
- Bradley W. Piersall
- Scott A. Plunkett
- Thomas W. Poynter
- Jamey D. Reed
- Michael L. Staab
- Mark A. Stall
- Stacy L. Stockton

## 30 Year
- Roland T. Borden
- Deborah A. Burcham
- Danny R. Clayton
- Brett W. Daily
- Mark B. Dillon
- Robert M. Farr
- David G. Fuller
- Michael D. Goodson
- Richard A. Griffith
- Jonathan L. Hall
- Duane M. Hiatt
- Michael Hilterbrand
- Christopher O. Jeffries
- Duane E. Jones
- Richard L. Northard
- Harold D. Pack
- Jeffrey J. Ramey
- Roch G. Richardson
- Mark P. Ricketts
- Jeffrey A. Robinson
- Charles W. Ruhmann
- Mike Short
- Joseph F. Sullivan
- Ronald H. Taylor
- Robert R. Zook

## 35 Year
- Bryon Gardner

## 40 Year
- Dean G. Aldridge
- Larry D. Barnes
- Anthony F. Boehle
- Steven M. Bowman
- Rodney R. Boyle
- Norman L. Brameier
- Robert Britton
- Ronnie L. Cline
- Jay F. Coleman
- Joseph M. Conn
- Dennis L. Dailey
- Charles R. Davis
- Thomas W. Edwards
- Harry E. Elburg
- Michael E. Elder
- Donald W. Erler
- Bill R. Evans
- James W. Gallienne
- Roy M. Glispie
- Kevin J. Henney
- Roger Hodson
- Thomas J. Hott, Jr.
- Stephen A. Howell
- Richard G. Howrey, Jr.
- Benjamin C. Jackson
- Green Johnson, Jr.
- Vance Jones
- Paul Kurek
- Edward L. May
- Robert W. McNeal
Years of Service Awards—April 22, 2019

40 Year cont.
John D. Phillips
James H. Poulson
Floyd A. Rennier
Wayne E. Robinson
Kenneth L. Rohr
Stephen E. Schott
Edward Stamper
James L. Syester
Jeffrey E. Tighe
Gregory Tunny
R.J. Wallman
Gary L. Weber

45 Year cont.
Michael J. Ross
Claude W. Stickford, Jr.
Larry Swink
Gregory B. West

50 Year cont.
Ronald D. Treat
George L. Watts
Glen E. Yancy

55 Year
Charles R. Clarkson
William F. Gammon
Kenneth H. Graham
Kenneth E. Murdock, Jr.
James D. Noel
James E. Robinson, Jr.
Henry L. Schnier
Harold R. Shaeffer
Tim L. Stage
Robert B. Waddy
Donnie O. Wright

45 Year
Daniel G. Beck
Cecil E. Blankenship
Craig F. Carr
Steve Coleman
Jack Crowder, Jr.
Ira J. Donald
Steven P. Dugan
Kermit R. Emerson
Roy Hunter
Paul F. Keenan
Roger H. Miller
James L. Mitchell
Marc H. Moore
Bruce C. Morehous
Timothy L. Moriarity
Wayne L. Neal

50 Year
Michael L. Anderson
Garryl W. Boyer
George H. Clarke
Wayne Couch
Michael D. Drinkut
Thomas W. Fitzgerald
Terry L. Geesaman
Chester E. Handlon
Michael K. Heldman
Paul E. Hurley
Charles T. Joslin
George D. Konija
John E. Lepper
Morte L. Lewis
Donald J. Mehl
John L. Neal, III
Tony M. Potts
Benjamin E. Ramsey
Steven J. Reynolds
Thomas E. Schindler
Howard J. Shrader
Ronald R. Swain
Richard A. Swingley
Stephen M. Thompson

60 Year
Jerry A. Brinkman
Ronald F. Kiel
Eldon D. Mason
Lowell F. Robinson
Eugene R. Schott

65 Year
Jack E. Robinson
William C. Turner
Announcements

UA Scholarship Fund Information

We are pleased to announce that the United Association Scholarship Trust Fund is gearing up for the 2019/2020 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). The deadline for submitting applications is June 1, 2019.

With this year's scholarship cycle, we are excited to announce a new electronic application process. Applications will now only be accepted electronically through https://uascholarshipfund.communityforce.com/. Potential applicants will need to go to that website to create a user account and for additional instructions to access and submit applications. Applications are now being accepted.

Awards will primarily be based on academic achievement and potential, personal achievement, and community involvement. Financial need may also be considered. Scholarships will be awarded without regard to race, color, religion, sex or national origin. Applications will be judged by an independent and impartial Selection Committee, comprised of distinguished members of the community. The Selection Committee may request information concerning the financial circumstances of applicants and use this information in the award of scholarships. Also, note that because UA scholarships do not automatically renew each year, receiving an award in one year does not guarantee you awards in future years. 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 would like to thank everyone for supporting the Fund, and look forward to awarding our next round of scholarships to our deserving UA students.

Look for the Local 440 Scholarship Application and Rules in the June 2019 Newsletter.
Announcements

Member Obituaries

John L. Havron, 85, passed away February 22, 2019. He was a retired steamfitter, and was initiated November 11, 1969.

Thomas J. Mappes, 70, passed away March 2, 2019. He was a retired plumber, and was initiated May 17, 2002.

Jack W. Klakamp, 75, passed away March 30, 2019. He was a retired plumber, and was initiated June 28, 1961.

Recent Retirees

<table>
<thead>
<tr>
<th>Name</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thomas Garard</td>
<td>July 1, 2018</td>
</tr>
<tr>
<td>Rojena Bousman Jenks</td>
<td>December 1, 2018</td>
</tr>
<tr>
<td>Gregory S. VanNoy</td>
<td>January 1, 2019</td>
</tr>
<tr>
<td>Joe K. Rogers</td>
<td>February 1, 2019</td>
</tr>
<tr>
<td>Bruce K. Kreiger</td>
<td>March 1, 2019</td>
</tr>
<tr>
<td>Donald W. Erler</td>
<td>April 1, 2019</td>
</tr>
<tr>
<td>Timothy W. Logan</td>
<td>April 1, 2019</td>
</tr>
</tbody>
</table>

Health & Welfare Representative

All calls regarding your coverage, premiums, or benefits should be directed to our Plan Administrator, Stewart C. Miller at (800) 552-6550.

If the need arises, you may schedule a meeting with Health and Welfare Representative, Erik Miller, at the Union Office in Indianapolis by contacting him at (800) 552-6550, x251.
### Benefit Areas

<table>
<thead>
<tr>
<th>Benefit Areas</th>
<th>Feb '19</th>
<th>Mar '19</th>
<th>% Paid</th>
<th>Apr'18 - Mar '19</th>
<th>12 Mo %</th>
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</thead>
<tbody>
<tr>
<td>In-Patient Hospital</td>
<td>$477,210.33</td>
<td>$637,705.15</td>
<td>32.61%</td>
<td>$6,450,443.17</td>
<td>29.59%</td>
</tr>
<tr>
<td>Outpatient Hospital</td>
<td>$575,004.06</td>
<td>$560,724.50</td>
<td>28.67%</td>
<td>$5,670,186.99</td>
<td>26.01%</td>
</tr>
<tr>
<td>Diag, X-ray, Lab</td>
<td>$107,216.36</td>
<td>$80,610.78</td>
<td>4.12%</td>
<td>$1,365,088.88</td>
<td>6.26%</td>
</tr>
<tr>
<td>Prescription Program</td>
<td>$261,792.89</td>
<td>$227,385.45</td>
<td>11.63%</td>
<td>$2,597,781.38</td>
<td>11.92%</td>
</tr>
<tr>
<td>Surgical</td>
<td>$70,872.03</td>
<td>$84,213.18</td>
<td>4.31%</td>
<td>$980,169.55</td>
<td>4.50%</td>
</tr>
<tr>
<td>Other</td>
<td>$126,417.81</td>
<td>$153,782.70</td>
<td>7.86%</td>
<td>$1,938,618.28</td>
<td>8.89%</td>
</tr>
<tr>
<td>Physician</td>
<td>$23,602.57</td>
<td>$33,973.33</td>
<td>1.74%</td>
<td>$537,069.61</td>
<td>2.46%</td>
</tr>
<tr>
<td>*Prescriptions</td>
<td>$13,986.97</td>
<td>$14,443.71</td>
<td>0.74%</td>
<td>$253,007.34</td>
<td>1.16%</td>
</tr>
<tr>
<td>Psych/Sub Abuse</td>
<td>$20,032.66</td>
<td>$32,691.24</td>
<td>1.67%</td>
<td>$435,307.22</td>
<td>2.00%</td>
</tr>
<tr>
<td>Dental</td>
<td>$81,425.82</td>
<td>$77,242.50</td>
<td>3.95%</td>
<td>$855,207.52</td>
<td>3.92%</td>
</tr>
<tr>
<td>Vision</td>
<td>$17,967.41</td>
<td>$14,381.88</td>
<td>0.74%</td>
<td>$212,423.25</td>
<td>0.97%</td>
</tr>
<tr>
<td>Disability</td>
<td>$24,035.31</td>
<td>$28,431.95</td>
<td>1.45%</td>
<td>$320,076.33</td>
<td>1.47%</td>
</tr>
<tr>
<td>Life Benefits</td>
<td>$22,500.00</td>
<td>$4,500.00</td>
<td>0.23%</td>
<td>$101,499.98</td>
<td>0.47%</td>
</tr>
<tr>
<td>Taxes</td>
<td>$3,256.76</td>
<td>$3,852.51</td>
<td>0.20%</td>
<td>$56,567.10</td>
<td>0.26%</td>
</tr>
<tr>
<td>Healthy Rewards</td>
<td>$1,650.00</td>
<td>$1,850.00</td>
<td>0.09%</td>
<td>$23,125.00</td>
<td>0.11%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>$1,826,970.98</td>
<td>$1,955,788.88</td>
<td>100.00%</td>
<td>$21,796,571.60</td>
<td>100.00%</td>
</tr>
</tbody>
</table>