Mark Your Calendars:
- **October 17**: 10am—1pm Drive Thru Flu Shots @ the Union Hall
- **October 26**: 4:30pm Officers, Elected Committees & Stewards Meeting—CANCELLED
- **October 26**: 7:00pm Union Meeting—CANCELLED
- **November 3**: Election Day
- **November 23**: 4:30pm—6:45pm Window Open to Pay Dues
- **November 23**: 7:00pm Union Meeting BY RSVP ONLY
- **November 26**: Thanksgiving—Office Closed—Holiday as per Contract
- **November 27**: Veterans Day Observed—Offices Closed—Holiday as per Contract

Activate Local 440 Family Health 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

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Congratulations to new apprentices Greg Barnett, Andrew Noel, and Carter Roll! They were each selected to receive the Mike Brooks Scholarship after submitting essays on what the apprenticeship and being part of UA Local 440 means to them. They were very appreciative. Mike Brooks dedicated himself to making the local better for future generations and with this scholarship he is continuing to do it. Mike’s contributions to Local 440 will never be forgotten. Mike showed us through his career, and continues to show us all today, the true meaning of brotherhood and sisterhood. Congratulations again to Greg, Andrew, and Carter!
COVID-19 Information

Message from the Training Office on COVID-19

UA Local 440 Apprentices, Instructors, and Journeyman,

As school has been in full swing for several weeks, the realities of our new COVID world are starting to hit home. There are a couple of things that we would like you to keep in mind as we move forward. For the most part, everybody has done a good job of following the rules and precautions. There will be incidents that are unavoidable, but please read the notes below to avoid mandatory quarantines as much as we can.

Do not come to class if you are ill or have any symptoms. At this point all symptoms of cold/flu are included. If somebody comes to class with symptoms, and ends up testing positive, the entire class is considered EXPOSED and must quarantine for 10 days. If the person stayed away immediately upon having symptoms, and tests positive, the class does not have to quarantine. The key is not to expose anyone when symptoms are present, no matter how minor the symptoms.

Following CDC guidelines, the UA Local 440 Training Center is requiring you to get tested if you have symptoms. You may only return if you...
- are cleared by a medical professional
- or a negative test AND 24 hours without a fever AND symptom free

Following CDC guidelines, if you test positive, the UA Local 440 Training Center is requiring you to quarantine and may only return after....
- a negative test AND 72 hours without a fever AND symptom free
- or quarantine 10 days AND 72 hours without a fever AND symptom free

Apprentices and Instructors that are ill must report that to the Director of Training at 317-856-6426 or jkurek@ualocal440.org. All illness must be documented and submitted to the Director of Training.

This is an easy policy to abide by, and we need to create a culture where we may sacrifice a few individuals missing class to potentially save a class, or the entire training center, from mandatory quarantine. This is not the year to "tough out" that cold at work or school. We must consider the potential health dangers to all our brothers and sisters and our friends and family.
I must emphasize that it is not ok to attend class at the Training Center if you are sick no matter how minor the symptoms.

Thank you for your support and cooperation,

John Kurek, UA Local 440 Director of Training
ATTENTION: November Union Meeting Protocol

We’re going to have a November meeting as a trial run to try and create proper protocols, so we can have meetings through the rest of the COVID-19 Pandemic. There will be very strict protocols in place as follows:

- We will maintain 6’ social distancing, we’ll only be able to have 110 members present.
- We will maintain a mask/facial covering mandate.
- We’re going to use an RSVP system on the jobline to ensure our attendance numbers. We’re going to give this a trial run for the November meeting. On November 1st, there will be a “job” on the jobline reserved to RSVP for the meeting on November 23.

NOTE: Please, only RSVP if you plan to attend, feel safe and are willing to abide by the protocols to try to keep everyone safe.

ATTENTION ALL SERVICE MEMBERS:

There is a letter being sent out to all service members for your opinion on whether we should combine the Service and Mechanical agreements, or if we should keep the agreements separate. Please, respond on the index card and mail the index card back to the Union Hall. The index card will be pre-addressed and postmarked. Your voice should be heard, so please get those responses back to us!
Donald J. Bough, Business Manager

It’s really hard to believe that it’s October. 2020 will definitely go down in history as one of strangest of all time. I can say that the garden was fruitful, and the golf game was my usual “not so good”. I am over mowing grass but certainly not quite ready to put the snow blower on the 4-wheeler just yet. If you have any fishing, hunting or other outdoor trophies to brag about, send in a picture and narrative and we can submit for the UA journal.

COVID-19 continues to cause problems around the globe. It’s certainly killing more people than most want to accept. What’s even worse is the balance between commerce and health. There are many industries that are being devastated by no business and people that are unemployed. Our economy is hurting and opening back up can cause more illness and death. We all must remain diligent in every effort to mitigate the risk of exposing others to this virus. Please follow the protocols given to us by the professionals. Wear the mask when it’s pertinent. Maintain social distancing. The most important thing is that if you think you have been exposed, or become symptomatic, stay home and seek advice from medical personnel. We can do that online or on the phone. It’s the best way that we can help each other.

Through this pandemic, we’ve been labeled as “essential”. We’ve all continued to work every day. We’re changing our procedures and practices on jobsites to have a safe work environment. We’ve started up the apprenticeship program as our training is “essential” as well and we’re doing everything to maintain protocols to keep the school open. A decision was made to suspend all “non-essential” events. The picnic, the golf outing, retiree cookouts, all conventions, a grand opening to showcase our new facilities and even union meetings have been postponed until they can be done safely. The truth is that it may be many more months before a vaccine is widely available. I have been posting full reports on the website monthly. I know that our monthly meetings are a bit more about social gathering and solidarity, but I still want to start having meetings again as much as any member. I’m ready to have a trial run meeting. There will be very strict guidelines. With 6’ social distancing, we’ll only be able to have 110 members present. We’ll have to maintain a mask/facial covering mandate. We’re going to use an RSVP system on the jobline to ensure our attendance numbers. We’re going to give this a trial run for the November meeting. On November 23, there will be a “job” on the jobline reserved to RSVP for the meeting on November 23. Please, only do so if you plan to attend, feel safe and are willing to abide by the protocols to try to keep everyone safe. If this goes smoothly it could give us the protocols to continue to have meetings throughout the rest of the pandemic.

We are coming up on an election that will have major impacts on our country for years to come. It surely seems that there are several “hot button” issues that divide our country. All these issues are important to everyone and in different directions. As a union member I have always voted with my livelihood. The wages we earn, the benefits we have and the conditions on our jobsites were fought for by our forefathers and it seems that sometimes that we just take them for granted. The battle between capital and labor is the basis of the economy for all of us who work for a living. Unions are and have always been the only voice for working people. The ultra-wealthy started attacking the working class back in the 70’s with a “divide and conquer” approach using “hot button” issues to keep our focus from their desire to destroy our way of living. I believe that if I can protect our union and maintain our standard of living that I can battle over the other issues. If they succeed in taking away every right that we have, as workers, then I’ll have to focus all my efforts on just earning a living. My votes will be cast for candidates that believe in and support unions and the labor movement. I implore you to understand the issues and get out and vote.

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

I will leave you with this quote: “I have no use for those… regardless of their political party… who hold some vain and foolish dream of spinning the clock back to the days when organized labor was huddled, almost as a helpless mass. Only a fool would try to deprive working men and women of the right to join the union of their choice.”

Dwight D. Eisenhower

Stay safe and healthy,

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

Only 18 Days Until 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 writing, our local is very blessed with an abundance of work. The work in the South is holding steady and looks to remain that way until the New Year rings the bell. With that said, I think we should look at our personal spending habits and cut out any frivolous adventures. The economic impact of COVID-19 remains to be seen.

The 2020 Election is Tuesday, November 3, 2020; we need to get out and vote. This election will decide the direction of this country for years to come. Please educate yourself with the issues at hand for organized labor; we need people who are not afraid to support working people. Some current politicians, from both sides, believe it is time to abolish organized labor and do away with our right to negotiate a fair contract for our members. Let’s not let those people win!

Here is a current update on COVID-19 in our Jurisdiction. UA Local 440 is responsible for 264 votes in the state of Indiana. Our jurisdiction had 38 percent of the positive cases and 49 percent of the total deaths in the State of Indiana. These numbers are slightly better than the last newsletter.

As brother Mike Brooks would say, a tip-of-the-old hard hat” to Brother Don Bough, Brother Bob Stieneker, Brother Jack Neal, and our staff at the Activate Health & Wellness Center for implementing “drive thru” flu shots at the hall. With the picnic being canceled, we administered 125 flu vaccines at the first session on September 19th. We had sessions at the union hall on October 13th, 14th and 17th and had great response. The United States Marine Corps coined the phrase of “Adapt and Overcome”. There are still shots available at the clinic.

I will leave you with a quote from JFK, “The ignorance of one voter in a Democracy impairs the security of all”. Please take care of yourself and each other.

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

Robert R. Stieneker, Business Representative Indianapolis area

Work in our jurisdiction is running rampant. We are currently approaching 200 travelers in the area. Work is still progressing at the Criminal Justice Center as well as multiple Lilly buildings. We have larger projects at New Palestine HS, Lawrence Central HS, as well as IUPUI which is just getting started.

Currently the Building trades are in talks on the new 2+ billion-dollar IU Health job, 2 new hotels, and the Convention Center expansion Downtown. All these projects will be starting in the next year or so and will mean plenty of good jobs for Local 440.

Local 440 ran a “drive-thru” flu shot clinic in September, and we also had 3 dates in October. The first round was well received and over 125 flu shots were given. I would like to thank those that got the flu vaccine, as well as urge all of you to take advantage of the flu vaccine. This vaccine will not prevent someone from getting the COVID-19, but it will help in keeping your immune system stronger and preserve your ability to combat some of its effects.

I want to acknowledge our members who are working for the CIB (Capital Improvement Board) at Lucas Oil Stadium and the Convention Center. They are enduring a time with no events, conventions and even sporting events with limited fans. In the past, these members worked tirelessly during events to make sure that everything went smoothly. They have worked split shifts, and countless weekends, to ensure successful events for the City of Indianapolis. Since the Covid outbreak they have endured furloughs as well as shortened weeks. Our members who work for the CIB deserve a classic “Tip-of-the-hard hat” for this. They are ambassadors for the City of Indianapolis as well as UA Plumbers Steamfitters & HVAC Service Techs Local 440. They are continuing to forge through these trying times and will come out of it better than ever; I am sure of it. I just wanted to take this time to say THANK YOU!

I would also like to take a minute and thank all the hard-working members of UA Local 440 for going to work and getting it done every day. At the start of the Pandemic there were concerns of rampant unemployment as well as a bleak outlook for upcoming jobs. However, within 2 weeks of the Governor’s stay-at-home order, we went from 25% unemployment to pretty much full employment with a steady stream of travelers working in the area. I want to thank all of you for answering the call and going to work and being the best UA members in the country. If it were not for your skills and talents our contractors would not be successful and the abundance of work would not be here. THANK YOU!

On a quick political note, Election Day is Tuesday, November 3rd. There are a great number of labor-friendly candidates on the ballot, and I can only urge that you vote. Before you vote though, be informed on the issues and each candidate’s voting history. If you have questions, reach out to the party chairs, candidates, or reach out to us here at the local for any information or questions that you have about candidates.

Fraternally,
Robert R Stieneker
bstieneker@ualocal440.org
Jack E. Neal Jr., Business Representative Muncie area

Dear Brothers and Sisters,

Work in the North East is still busy, just as it is throughout our local and it should be well into the spring. At this time, we still have job calls for plumbers, fitters, and welders that we have not filled. We have been very fortunate we have had employment throughout the COVID-19 Pandemic. A lot of UA Locals have not had the employment we have enjoyed, and I am thankful we have had work opportunities for our members.

Once again, an important issue is at hand and must be addressed, the November 3rd General Election. We, as members of the United Association, must take an active role in the policies and politics that affect our membership, families, and our livelihood (JOBS). The importance of voting cannot be overstated, especially when it comes to our work. There is a great deal at stake for us in every election, and we always hear how important this election or that election is. All elections are important and believe me this will be the most important election in my lifetime. This is not an off-year election, and I am not sure if the voter turnouts will be low or high with COVID-19 in the mix. What I do know is we need to hit the poles in full force. Our family members and friends must get out and vote and vote for our livelihood.

With the election of the highest-ranking position in our country coming up this year, our country and the middle class are divided by “wedge” issues. We need to agree on one thing: the President of the United States, the highest-ranking political figure, must be someone that believes in the working class, collective bargaining, a fair day’s wage, the right to organize, and be against the National Right to Work law. I only see one candidate that supports our important issues. That is the Democratic nominee, Joe Biden. There are a lot of divisive issues out there, but I believe Joe Biden is the best candidate for the members of the UA, and all working people, in the United States.

Jack E. Neal, Jr
jneal@ualocal440.org

Jamie Fife, Business Representative Kokomo area

Dear Brothers and Sisters,

I would like to start this article out by saying, “What a crazy year we have had due to the Pandemic!” I hope all of you and your families have been safe and healthy! I know the Summer has flown by without a lot of normal things going on. However, I’ve been fishing a couple of times and have one big bag of crappie filets to show for it. I hope all of you got your lake time in.

Work all over the jurisdiction has really been busy this year and it sure seems to be good for the next year also! Chrysler is doing a big demo package at the new engine plant with equipment and utilities coming next spring and summer.

There have been several school projects going on all over 440’s area. Plainfield has a new Elementary starting up which is several months behind schedule. Everyone that wants to work is working with about 200 travelers in the area.

Well, for all you deer hunters, I say “Good Luck” knocking down that trophy and filling your freezers this fall. I had some bad news earlier this summer. I lost my hunting spot due to the farmer selling the property! So, I am not sure where I will be hunting. Also, for all of you fishermen, there is still time to reel them in so get after it; it is never too late for a good ole fish fry!!!! I hope and pray the rest of 2020 is prosperous for you all and don’t forget to get out and vote!!!!!!! God Bless you all and stay safe and healthy!

Jamie Fife
jfife@ualocal440.org
Brothers and Sisters,

What a crazy year it has been so far. Let us continue to follow the guidelines and keep it safe for everyone. I am very happy to see the apprenticeship classes are going in person again, so we feel some kind of normalcy. It’s even more important to follow the guidelines in the school so that we won’t have to close it down again.

I would like to thank Quality Plumbing & Heating and Carrier for taking the time out of their day to discuss the future needs of our service industry. The service side of our work is keeping busy, and the contractors are still hiring people as they become available. If you know other service techs that are not members, talk to them about joining. Please take the time to update your resume, so that if you do become unemployed, it will help me in finding you another contractor.

We have 12 first-year apprentices for the service program. The residential side has been busy and will be starting 2 apprentices this year. Contractors are looking for a person to run service calls and callbacks on construction projects. One of our goals is to start some Plumbing Service curriculum. A basic 9-week class that will be part of the Plumbing Fundamentals class during the apprentice’s third year. We hope to have that new class in place for the 2021-2022 school year. We’re also looking to add to our elective’s classes for other plumbing service instruction.

On a different topic, this month we will be sending out a survey to the service journeymen regarding the service contract. Please take the time to fill it out and send it back into the hall.

Joe Gutzwiller
jgutzwiller@ualocal440.org

“The service side of our work is keeping busy, and the contractors are still hiring people as they become available.”

Thank you to all of our veterans for serving!

Celebrate Veteran’s Day on November 11th!
Training Department News

John Kurek, Director of Training

Brothers and Sisters,

School has started for apprentice and journeyman training, and it is nice to see the new place being used for training. I love seeing the parking lot at least partly filled. We are still requiring masks to be worn in the Training Center. If there is a class that you would like to take, or a certification you are needing, call the Training Office to get registered. One of the best things about being a UA member is free training for life and the opportunities that opens.

New first year apprentices Greg Barnett, Andrew Noel, and Carter Roll are receiving the Mike Brooks Scholarship. They were selected after submitting essays on what the apprenticeship and what being a part of UA Local 440 means to them. With this scholarship, Mike’s legacy continues to contribute to Local 440s future generations and has shown all of us the true meaning of Brotherhood and Sisterhood. Congratulations to Greg, Andrew, and Carter!

We remain busy, and as I am writing this report, we have 100% employment of all apprentices. We have had many apprentices that have had to be tested or quarantined due to showing symptoms of, or possible exposures to, COVID-19. I am still only aware of five apprentices that have tested positive for COVID-19, and I believe they are all back to work and cleared to attend school. We are not over this Pandemic yet, and we will continue to use every precaution and follow the CDC guidelines. We have made tremendous progress on the new Training Center. All three computer labs, the weld shop, the soldering and brazing lab, the backflow lab, and much of the plumbing lab areas are fully functional. The Med Gas area is coming along very nicely, it is going to be very impressive when it is completed, all things to be very proud of. We have been making progress with the HVACR & pipework labs; we are working to get the electrical needs met for the equipment. We are having two interior structures built for the equipment in the HVACR and pipework labs. We recently had a “Solidarity Day” with apprentices, instructors, and journeymen helping with work that needed done on the Training Center. Thank you to everyone that has helped us with the new facility.

I leave you with this thought:

“Given the right encouragement, training, and opportunities, nearly anyone with desire has the potential to emerge as an impact player.”

The 17 Indisputable Laws of Teamwork

Fraternally,
John Kurek
jkurek@ualocal440.org

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

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<tr>
<th>Class</th>
<th>Days</th>
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<td>OSHA 30</td>
<td>Tuesdays</td>
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<td>Saturdays</td>
<td>January 9 – February 8</td>
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<td>Industrial Rigging</td>
<td>Saturdays</td>
<td>January 9 – February 27</td>
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Recertification Dates
The next available recertification date for Industrial Rigging, Medical Gas Installer or NCCCO Signalperson is January 16, 2021 and March 20, 2021. 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.
Voting Resources

To find more information on the labor-friendly candidates, visit
https://www.uagetinvolved.org/
https://www.inaflcio.org/2020-labor-endorsed-candidates

To find your polling location, visit
https://indianavoters.in.gov/

To find more information on the legislative issues, visit
https://www.uagetinvolved.org/legislative-issues
https://www.inaflcio.org/political-legislative-advocacy

Make your voice heard! Get out and vote before, or on, November 3rd!
COVID-19 Information

To prevent the spread of COVID-19

The Centers for Disease Control and Prevention is encouraging Americans to practice social distancing. This includes avoiding crowds and group events. During this time of seclusion, it’s important to maintain your mental, physical, social and overall health and well-being.

**TIPS TO SUPPORT YOU AND YOUR FAMILY**

1. **Maintain a routine.** Regular sleep and meals are important to your health.
2. **Get Outside.** Avoid playgrounds and stay at least 6 feet from others. Find and enjoy wide open spaces.
3. **Connect with others.** Take advantage of technology and connect via video calls.
4. **Enjoy family meals.** This is a great opportunity to make sure everyone is getting the nutrients they need to fight off potential illness.

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

**Did you know?**

It’s possible for COVID-19 to be spread by an individual showing no symptoms of the illness.

- If you are feeling ill, please **call ahead** before visiting your provider.

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/
Announcements

Member Obituaries

Carl B. Reed, 73, passed away August 11, 2020. He was a Life Member, and was initiated March 28, 1966.

Albert L. Nohe, 91, passed away August 21, 2020. He was a Life Member, and was initiated August 25, 1965.

Paul M. Jacks, 96, passed away August 30, 2020. He was a Life Member, and was initiated February 27, 1967.

Gene A. Fuller, 90, passed away September 11, 2020. He was a Life Member, and was initiated January 25, 1967.

Carl S. Hicks, 71, passed away October 2, 2020. He was a Retired Steamfitter, and was initiated April 1, 1976.

Rest In Peace, Brothers

MAKE SURE TO VOTE BY ABSENTEE BALLOT, EARLY VOTING, OR GO AND VOTE ON NOVEMBER 3RD. YOUR VOTE COUNTS!!
HEALTH & WELFARE
Stewart C. Miller & Co., Inc.

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<th>Benefit Areas</th>
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<th>% Paid</th>
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<td>$72,345.33</td>
<td>0.31%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$3,534,680.05</td>
<td>100.00%</td>
<td>$23,572,752.28</td>
<td>100.00%</td>
</tr>
</tbody>
</table>