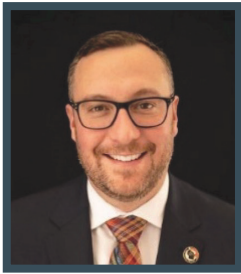


## FROM THE BUSINESS MANAGER



Brothers and Sisters,

With this being my first newsletter article as the Business Manager of UA 400, I just want to take moment to let the membership know how humbled I am to be chosen to represent you as your Business Manager. I look forward to working

hard for the membership and continuing to keep Local 400 an organization we are all proud to belong to for many years to come.

I also want to give one last sincere THANK YOU to retired Business Manager, Jeff Knaus. Jeff's leadership and guidance of Local 400 over the last eight years has put Local 400 on the map as not only one of the marquis labor organizations in the state, but within the whole UA! Happy retirement to you, Jeff, and thanks for your lifelong commitment to UA 400!

Looking ahead at the next three years, there will be a lot going on within Local 400. Here's a brief overview of some of the major things you will start to hear about in the months to come:

1. **Local 400 wage allocation** – We will start to discuss this at our April Union meeting. Per the CBA, there will be a \$2.00 raise coming this year for us to split up. In the weeks leading up to the allocation of monies, I will be working with the Benefit Funds, E-Board, Finance Committee, Foundation, Business Agents and office professionals to look at where Local 400 stands financially and work on our recommendation to present to you.
2. **Local 400 CBA Negotiations** – Along with the election of officers last year, Local 400 members also selected their team of negotiators. We are approaching the final year of our contract, and in spring of 2021, we will start the process of negotiating the terms and conditions of our next CBA. Between now and then, if you have anything you want to see added or changed in the CBA, please make sure you get that info to one of the Business Agents.
3. **UA National Convention** – Every five years, in August, the UA holds its National Constitutional Convention. The 2021 convention will be held in San Diego, CA. Local 400 will be looking to send 22 (based on current Per Capita numbers) UA 400 delegates to the upcoming convention. Nominations and Elections for

this will take place in the spring of 2021 and more info will come when we get closer. This will be my fourth UA convention; I attended my first when I was twenty-six. Every convention that I've attended has been an unforgettable experience! When you get back from one, your UA battery is at full charge!

4. **Local 400 Office Staff turnover** - This June will mark the end of an era for Local 400 when Office Manager Sharon Callahan calls it a wrap. Sharon started her career with UA Local 298 back in 1996. Over that time, she has worked for at least 6 different Business Managers, many different Business Agents and helped countless members and spouses! Sharon will be greatly missed by all of us here in the office. She has remained the glue that keeps everything bound together for the past 23 years. Sharon is working hard with Kayla to make sure as much knowledge is transferred before she leaves. Sharon's departure will create an opening for a new office professional. More info about that position is in this newsletter.

5. **Project Wolf Pack (Green Bay Packaging Papermill)**  
– As we speak, this project is getting closer and closer to breaking wide open. Preliminary estimates show the job topping out at over 200 UA members. With such a large project in our area, I want to make sure Local 400 is doing its best to ensure our responsibilities on the project go as smooth as possible. The Business Agents and I will be in close communications with the contractors awarded work to make sure their manpower needs are getting met. Also, we will be in close contact with the job stewards onsite to make sure we are promptly addressing any issues that may come

*Continued on page 2...*

### Holiday Wage Schedule

The dates below will be paid as holidays per Section 7.4 of the local collective bargaining agreement:

**Monday, May 25th (Memorial Day)**  
**Friday, July 3rd (Independence Day Observed)**  
**Monday, September 7th (Labor Day)**

Also, four ten-hour days are allowed during the holiday weeks per Article VII of the labor agreement.

*(Please note: if you are working under an agreement other than the local agreement such as the fab shop agreement, different rules may apply.)*

...Continued from page 1

up on the job. I ask all the members who are interested in this project to be patient. There will be ample opportunity to get on this project in the weeks to come.

6. **Referral Committee** - Sometime this late Summer/early Fall, I would like to get a Referral Policy committee put together to discuss some changes/ideas for the Local 400 referral policy. I'd like to have that committee consist of 6 rank and file members and a Business Agent. I'm looking to work with the committee to streamline the current process and work to lessen some of the liability UA 400 takes on with our current policy and procedures. Stay tuned for more info.
7. **Administrative Office Improvements** - One thing that I want to make sure is happening daily is UA 400's offices are operating as efficiently as possible. Going forward, the officers and staff plan on looking at all our internal processes and work towards getting them up to date and efficient as possible. Some of these changes include, standardizing all our office forms, updating our market recovery administration/record keeping and maximizing the capabilities of our Union Manager software. We've also gotten email addresses for all the E-Board members and Foundation Trustees. This will centralize all the communication for these critical committees and make it easier to share information. Business Agents are starting to utilize the digital Job Site Survey form, which automatically tracks and analyzes critical data we can use to track our market share. We will also start to explore the cost of upgrading our Audio/Visual equipment in our conference room. That equipment is really showing its age and is due for modernization. Once something is put together, I will share that info at an upcoming membership meeting.

In closing, I want to again thank Office Professional Sharon Callahan for all her hard work here at UA 400 over the past 23 years. She has always been the "GO TO" in the office when no one else could seem to help. Her knowledge and experience are irreplaceable, and It will be sad to see her go. Just over the last two months of my term as Business Manager, I have come to realize how important it is to have an office professional like Sharon by your side. I know Sharon is working hard to get Kayla up to speed before she departs. Best wishes to Sharon and her husband Joe as they embark on their well-deserved retirement! If you are at the hall, I urge all of you to stop by the office and personally thank her and congratulate her!

I hope all the members and families of UA 400 have a great Spring season. I look forward to seeing you at one of our fraternal fund events or at one of our upcoming

membership meetings. If there is ever something you feel you need to talk to the Business Manager about, please don't hesitate to call. My promise to you as your Business Manager is to be transparent with whatever goes on here at the local and always keep in mind that it's not important WHO'S RIGHT, it's important WHAT'S RIGHT!

In Solidarity,

Trevor J. Martin  
Business Manager/FST

### **My Weingarten Rights**

"If the discussion of this meeting could in any way lead to my being disciplined or terminated, or impact my personal working conditions, I request that my Steward, Local Officer or Union Representative be present. Without Union Representation, I choose not to answer any further questions at this time." This is my right under a Supreme Court decision called "Weingarten".

### **Events Cancelled or Postponed Due to COVID-19 Virus**

- March 18th Regular-Special Union Meeting - **CANCELLED** (Nomination & Election of Delegates to the Wisconsin Pipe Trades Convention will happen at the April 15th Regular-Special Meeting.
- Heart of the Valley Chamber of Commerce Mayor Candidate Forum at UA 400 on March 23rd - **CANCELLED**
- Wisconsin Pipe Trades Contest at UA 400 March 25th - 27th **POSTPONED/CANCELLED**
- Kick Off Your Future Event at UA 400 on April 16th - **CANCELLED**
- Apprentice Graduation Dinner at the MARQ on May 14th - **RESCHEDULED FOR OCTOBER 22.**
- Fraternal Awards Reception at UA 400 on May 16th - **POSTPONED** (watch the June newsletter for a new date)
- All paid-related (Day School) Classes have been cancelled until further notice.
- All night school classes have been cancelled until further notice.

## **ASSISTANT BUSINESS MANAGER REPORT**



We really lucked out this winter with some mild weather and a pretty full workload in the field. The shops have been slow, but hopefully, that turns around with spring on the horizon. Last year at this time, Green Bay Packaging paper machine was in the works. Right now, it is just starting to get into full swing. Jamar, Azco, Coenen, Hurckman and August Winter all have work on site and will be ramping the manpower up all spring. Tweet Garot also has a full workload with Aurora Sheboygan and the Brown County Expo highlighting their workload.

This winter also represented a big change in the office here at Local 400. I would like to congratulate Trevor Martin on winning the Business Manager election and congratulate Travis Martin and Rob Kosky on their elections as Business Agents. I would also like to thank everyone that took the time to turn in their ballots and vote for myself and all the other elected members in the local. I think we will make a good team of agents with Dustin Delsman in the mix as well. We lost a lot of experience between Jeff Knaus and Mike Augustian, and they will be missed. I would like to thank them for all the years they dedicated to the membership and for training me over the last three years. We also lost Katie Albers to retirement and will be losing Sharon Callahan to retirement soon. Sharon has been instrumental in running the local for over 23 years and will be missed. If you stop in, be sure to thank her for all the years and congratulate her on her upcoming retirement.

At the April 15th union meeting, we will be nominating and electing delegates for the Wisconsin Pipe Trades. If you are interested but cannot attend, be sure to send a letter in accepting any nomination that you may receive. The wage allocation is fast approaching as well, so you may want to start thinking about attending some meetings to get your thoughts in on where we should be allocating the \$2 an hour we will be receiving.

In closing, have a great spring and stay safe!

Doug Dokey  
Assistant Business Manager

## **BUSINESS AGENT REPORT**



Brothers and Sisters,

March 2020 is already upon us. I hope you all have had an enjoyable and safe winter season to date. As we move forward, the second quarter of 2020 will bring new opportunities for UA400 and its membership. Current ongoing jobsites will be calling for additional manpower. In addition to that, there are a few nice-sized projects on the horizon for this calendar year.

### **Political News:**

To say the least, this year will be very busy in the political arena. Aside from the Presidential and Congressional races at the Federal level, there will be a high amount of activity in the state of Wisconsin. Respectively, these will be decided in the August primary, then general election in November. A couple of items not up for vote this year are U.S. Senate and Wisconsin Governor, which will take place next in 2022, when U.S. Senator Ron Johnson and Governor Tony Evers seats are up for election.

The upcoming vote on Tuesday, April 7th will be an important one to take part in. Wisconsin State Supreme Court Judge, Circuit Court Judges, area Mayoral races, county board supervisors, city alderpersons and school referendums, to name a few, will all be up for election. Please make time to get to the polls and cast your vote; it's important for our membership. Bring your spouse/significant other, dependents if eligible, other family members, co-workers, neighbors and friends. Take the time to research and educate yourself regarding the candidates and issues you'll be voting on ahead of casting your ballot. Remember, if you don't vote, then don't complain!

To find out where to vote, what's on your ballot or how to contact your election officials, please visit either of the following website links: [myvote.wi.gov](http://myvote.wi.gov) or <http://votinginfo.org/>. Please note, there may not be information available to you until about three weeks before the vote date.

Lastly, the Northeast Wisconsin Area Labor Federation has announced that the 32nd Annual Legislative Breakfast

*Continued on page 4...*

### **NOTE: Green Bay Packaging Job**

To our members that will work at Green Bay Packaging: The General Contractor (Miron) has a workplace rule in effect that if you quit/drag up on a contractor, you cannot go back to work on site for 6 months!



...Continued from page 3

that was to be held on Saturday, March 28th at the Green Bay Labor Temple has been cancelled due to the threat of COVID-19 and everyone's safety.

**Congratulations:**

I would like to congratulate all those members who recently retired from Local 400. Thank you for all your hard work, time and dedication to Local 400. You've provided a solid foundation for the active working membership to build off and move UA400 progressively into the future.

In closing, I look forward to seeing you at the next monthly membership Union meeting or one of the Fraternal Fund events the local is sponsoring. I hope you and your family enjoy the upcoming spring season. Good luck to all who are participating in the spring turkey hunt and to those taking to open water for the fishing season! Be safe.

In Solidarity,

Dustin Delsman  
Business Agent

**BUSINESS AGENT REPORT**



Hopefully, you were able to get out and enjoy the winter weather, spring should be on the way, except the possibility of the last snowstorm of season. Warmer weather will get here eventually.

At the time of this print, I will be close to 3 months in the Business Agent position, and it's been a steep learning curve and learning something new every day. Thank You to the membership for allowing me the chance to work for you. I will do whatever I can to help any of our members. A big thank you to the individuals in the front office, Doug, Trevor, Sharon and Kayla for all the training and support they have given me.

Some of my Business Agent duties: Job Site Visits, Green Bay Area Heats On Coordinator, Job Referrals, Market Recovery, Green Bay Plumber and Steamfitter Liaison on the JAC, Local 400 Defined Benefit Pension Plan Liaison, Referral Agent for Nuclear Power Plant work, represent UA 400 members working in the Green Bay Public Schools and Lakeshore Technical College Welding Advisory Board.

It has been slow for some of our members over the last few months, but the Green Bay Packaging Paper Machine is just starting to get going and will continue to grow, this will get our members, and then some, back to work.

**Point Beach Nuclear Plant Outage U2R37**

At the time of this newsletter, the outage should have started (March 14th) scheduled for a 25-day outage. We will have a total of 58 UA members working at the outage, 8 of these members will be working on the valve team. The valve certification is in high demand. We only filled 3 of the valve spots with Local 400 members, the other 5 were filled with UA members from out of the area. If anyone has an interest in our local outages or those across the country, we will be hold valve classes here at our training center.

Just a reminder, as Local 400 members, we have an Employee Assistance Program to help our members with personal issues that affect them. This program is strictly confidential, and if you need help or just need someone to talk to, please use this service. Employee Assistance Program: 800-540-3758, eap@ascension.org/ Central Wisconsin: 715-344-6379/ Fox Valley: 920-720-1090

In Solidarity,

Rob Kosky  
Business Agent

**BUSINESS AGENT REPORT**



Hello everyone!

First off, I hope everyone had a good holiday season and survived the winter. Even though I love to snowmobile and ice fish, I still get "spring fever" when it starts to warm up!

After being in my position for the first three months of the year, I want to reflect on a few things:

- As a Business Agent, you get to interact and help our membership with all sorts of things, and I love it! I appreciate anyone from Local 400 who reaches out to me for assistance. Please give me a call if you need anything! If I can't answer your question, I will make sure I get you the information or to the person who can help!
- On my first day, I found out just how much there is to learn about what it takes to keep Local 400 running smoothly. But you figure it out and keep learning something new every day, just like on the job, and it's all good. Thanks for everyone's patience and support as those of us in the front office continue to grow into our new roles.

*Continued on page 5...*



...Continued from page 4

- Local 400's involvement with groups outside our organization are very important to our success. Establishing good relationships with different industry groups, political leaders/candidates, educational institutions and contractor groups are a big part of the equation in current and future work opportunities for Local 400.

**Duties:** I have been assigned to the Plumbing, Steamfitting, and Fabrication JAC committees, work with the Fraternal Committee on events, the NorthEast Wisconsin Building Trades Council, BA assigned to assist the jobsite/shop stewards, Project Heats On Co-chair, and Salvation Army Bell ringing. In addition to these duties, I will also be doing referrals and market recovery on rotation every 4 months with Doug Dokey and Rob Kosky.

**Current workload in Fabrication:** Currently, workload in the fabrication area remains low. I am hoping for an increased activity in the shops later this spring, as a lot of work is being bid. There have been a few contractors calling for manpower with a slight uptick in their workload, and that is a good sign.

With work being slow in the shops, it's also a time for some opportunity. If you are a Fabrication Journeyman or apprentice, please consider coming to Local 400 to practice and upgrade your skills. Maybe it's a UA weld certification, State structural test or refreshing some knowledge in the classroom. All the investment in yourself will pay off in future employment. Also, there are at times work opportunities in areas other than the Fab shops that you may get a call to go out on. These jobs give you the opportunity to meet and work with new people and showcase your abilities to another contractor, and most importantly, you are getting paid!

Another item I am working on is getting everyone's skill codes up to date in our database for the fabrication guys/gals who are on the referral list. If you are not on the referral list and want to make sure your skills are up to date in the system, please call (920.462.0403) or email me (travis@ua400.org).

In closing, I hope everyone has a safe and fun-filled summer! And thank you again for this great opportunity to represent you and Local 400!

Fraternally,

Travis Martin  
Business Agent

## **Office Professional Wanted**

Due to Sharon Callahan's retirement, Kayla will be moving up to the Office Manager position on June 1st, and we are in the process of searching for a replacement for the vacated Office Professional position. Qualifications for this position are as follows:

- Candidate must have at least a 2-Year Associate Degree (Administrative Assistant, Accounting or similar) and at least 3 years' experience in an office setting
- Must have strong Word and Excel skills
- Must have excellent typing and 10 key skills
- Must have excellent customer service skills
- Must have excellent organization skills, attention to detail and ability to multi-task
- Must have accounting/payroll skills
- Information Technology background a plus
- Primary responsibilities include interviewing visitors to the office, answering incoming calls, processing new membership applications, processing UA trade changes and other membership-related items, payroll and payroll tax filing, accounts payable, accepting and posting dues payments, data entry, filing, mail distribution, maintaining union records, providing clerical support to business agents and manager, performing a variety of administrative and clerical tasks.

Qualified candidates interested in this position and meeting the above criteria should e-mail a resume and list of references to OP\_JOB@ua400.org no later than Friday, May 1st.

Find information on the Web!

**National - [www.ua.org](http://www.ua.org)**

**Local - [www.ua400.org](http://www.ua400.org)**

## **LOCAL 400 HEALTH FUND**



### **Plan's Funded Status**

As of December 31, 2019, the Fund had a "Gross Month Reserve" (considers all assets in the Fund of \$68,126,598) position of 36.90 months (28.50 months as of December 31, 2018) compared to a "Net Month Reserve" (excludes Member Dollar Banks and Incurred But Not Reported Claim assets) position of 23.9 months (15.9 months as of December 31, 2018).

The average monthly expenses for the period January 1, 2019 through December 31, 2019 were \$1,844,250. This compares to the average monthly expenses for the period January 1, 2018 through December 31, 2018 of \$1,893,050. This is a decrease of 2.58%.

### **Wellness Program – Upcoming Events**

#### **\*Important Notice to**

#### **Active Participants and Spouses\***

**Please read carefully if you have not had a Biometric Screening during the period of 7/1/19 through 6/30/20.**

Upcoming Biometric Screenings for the Local 400 Health & Welfare Fund are taking place in Wellness Year 7 (July 1, 2019 through June 30, 2020). The dates, times, and location are as follows:

#### **Local 400 Union Hall:**

**2700 Northridge Drive, Kaukauna**

- Monday through Wednesday, May 11th through May 13th, 2020 from 3:00 p.m. - 7:00 p.m.; and
- Monday through Wednesday, June 1st through June 3rd, 2020 from 3:00 p.m. - 7:00 p.m.; and
- Monday through Wednesday, June 8th through June 10th, 2020 from 3:00 p.m. - 7:00 p.m.

**Arrive 15 minutes ahead of your scheduled screening to complete the health forms.**

**All active participants and their spouses will be required to participate in a Biometric Screening in Wellness Year 7 (July 1, 2019 - June 30, 2020).** If you are retired, you and your spouse (if married) are NOT required to participate in a Biometric Screening, nor will either of you be assessed a penalty.

If you choose to utilize your Primary Care Physician or Health Dynamics to fulfill the biometric screening

requirement, you must take the PCP Consent and Authorization forms (forms can be obtained either online at [www.bpalja.com](http://www.bpalja.com) or by contacting the Administrative Office) to your appointment. Instructions are included on the form as to what is required to be completed and where all forms are to be faxed or mailed. You must complete the Consent form, which requires your signature in two areas.

**If you have participated in a Biometric Screening or submitted a form to your Primary Care Physician or Health Dynamics during the 7th Wellness Year of July 1, 2019 through June 30, 2020, you will not be eligible to attend another Biometric Screening during this period. If you are unsure if you and/or your spouse have health coverage at the time of an event, you should contact the Administrative Office prior to scheduling an appointment on the web calendar.**

**Simple steps to schedule your appointment are as follows:** Visit: [www.bpalja.com](http://www.bpalja.com); Click on Client Access. Log in – Username: local400 – Password: pands400. Click to expand the Health Fund, and then select: Calendar. Select preferred appointment date and time. If the time is unavailable, it will be grayed out. Complete the information requested, including the drop-down box for who will be attending. You will receive a confirmation of your appointment, via email. You may contact the Administrative Office at 1-866-562-4004. **Please contact the Administrative Office if you need to cancel or reschedule your appointment.**

### **Wellness Program – Coaching Information**

Participants that do not pass their biometric screening will be contacted by CMS to complete their coaching sessions(s). You will be coached based on the established biometric ranges. **Ultimately, it is your responsibility to follow up when coaching is required.**

If you completed your biometric screening at your Primary Care Physician's office or through Health Dynamics and submitted the required PCP Consent and Authorization forms, you will receive in the mail a Healics Health Report/Scorecard about three weeks after submitting your completed forms. If you do not receive your report, please contact Healics at (414) 374-1600. The report provides you with your results and includes a notice as to what to expect and do after you receive your report. The notice provides information regarding the acceptable ranges, coaching and penalties. Please review your results against the acceptable ranges. If you do not meet the acceptable ranges, you are required to do health coaching, or you will incur the penalty. It is your responsibility to follow up when coaching is required.

*Continued on page 7...*

...Continued from page 6

**Confidential** – your employer does NOT receive a copy of your individual health assessment report, only you have access to your personal results.

A few things to note:

1. You will no longer be **required** to participate in four (4) coaching sessions. The number of coaching sessions will be established between you and your coach. It may be as little as one (1) coaching session or as many as four (4) coaching sessions.; and
2. Upon completion of your biometric screening event, you will receive a complete health assessment report from Healics within 10 to 12 business days. Healics is an organization that provides a statistical analysis of a participant's total health. You should expect to receive a call from a CMS Health Coach within one month of receiving your Health report. **Remember, it is your responsibility to follow up when coaching is required.** If you have not heard from CMS, please contact them at 262-563-6460; and
3. The current established biometric screening ranges have not changed; and
4. A penalty of \$50 each will be deducted monthly from your Member Dollar Bank or be required to make a \$50 self-payment monthly to continue your eligibility, effective January 1, 2021. The \$50 monthly increase will last the entire calendar year. This results in a \$600 assessment for each of you, if you and your spouse do not participate and complete your coaching sessions.

All telephonic coaching must begin no later than July 31, 2020 and completed by September 30, 2020. When your coaching is completed, you may request from your CMS Health Coach an email confirming completion of your coaching sessions. (This will not be automatically provided to you, only upon your request).

#### **LiveHealth Online Reminder**

Anthem's LiveHealth Online is available at no cost to you, allowing you to consult with board-certified doctors via your computer or mobile device. LiveHealth Online is convenient, easy, and free to you and your family. In order to create an account through LiveHealth Online (you will only need to create an account once), visit their website at [www.livehealthonline.com](http://www.livehealthonline.com) to begin registering your account. Please be aware that the fee you may see does not apply and will disappear once you enter your password. When you get to the question "Do you have health insurance?" make sure you select "Skip this step/my plan isn't listed". Skip "Service Key" and then click "Finish". Your account is now registered!

If you have any problems when enrolling, please contact the help desk 24/7 at 1-888-548-3432 (1-888-

LIVEHEALTH) or email [help@livehealthonline.com](mailto:help@livehealthonline.com) before you connect with an online provider.

#### **Dollar Bank Reimbursement Procedure Reminder**

To receive reimbursement from your Dollar Bank for eligible expenses, you must submit a written form in accordance with the Plan's claim procedures. The Plan allows for the monthly reimbursement of eligible expenses under the Dollar Bank Reimbursement Program. It is your responsibility to call the Administrative Office to request a reimbursement election form or download it from the BPA website, and to submit a properly completed form by the deadline specified when you wish to be reimbursed for expenses.

**Please remember when submitting your Dollar Bank reimbursement requests, IT IS NOT NECESSARY TO INCLUDE MEDICAL STATEMENTS, BALANCE DUE STATEMENTS, OR CREDIT CARD RECEIPTS IF YOU ARE REQUESTING ALL OF YOUR OUT-OF-POCKET EXPENSES.** Itemized statements are only required for prescription drugs and dental expenses [including the Explanation of Benefits (EOBs) from the dental carrier.]. You must also submit the EOB's from any secondary carrier that may have paid on your family's medical or dental charges.

#### **Soon-to-be Retirees**

In the event you are anticipating retirement, please contact the Fund office three (3) months in advance to assure the proper paperwork is taken care of. Thanks!

#### **Ask the Administrative Manager**

Should you have any questions regarding the Local 400 Health Fund, we ask that you submit them to [jimh@bpalja.com](mailto:jimh@bpalja.com) and we will respond in the next newsletter.

Should you have any questions, please do not hesitate to contact the Fund office at 1-866-562-4004.

Have a Safe and Enjoyable spring!

James Hoppe  
Administrative Manager







Training courses are open to ALL Local 400 members in good standing  
Enroll online at [ua400.org](http://ua400.org). Need help? Call or e-mail Ashley at (920) 462-0408 or [ashley@ua400.org](mailto:ashley@ua400.org)

\* Denotes a prerequisite class needs to be taken and passed prior to taking this class.

## Prerequisites

<b>DAILY TRACK TOOL</b>	<b>CLASS</b>	<b>PREREQUISITE</b>
*EPRI Advanced Valve Repair Certification	EPRI Basic Valve Repair Certification	



Training courses are open to ALL Local 400 members in good standing  
Enroll online at [ua400.org](http://ua400.org). Need help? Call or e-mail Ashley at (920) 462-0408 or [ashley@ua400.org](mailto:ashley@ua400.org)

Anyone interested in being an instructor please contact Scott Wenger to fill out an application.

## Prerequisites

## CLASS

Practical Test - Friday June 19th, 2020



# KAUKAUNA NIGHT SCHOOL COURSES

## Kaukauna Course Schedule - Fall 2020

Training courses are open to ALL Local 400 members in good standing

Enroll online at [ua400.org](http://ua400.org). Need help? Call or e-mail Ashley at (920) 462-0408 or [ashley@ua400.org](mailto:ashley@ua400.org)



On-Line Courses	Max # of Students	Cont. Ed./Hours	Instructor	Start Date	Day of Week	Time	Total Hours	Frequency
AutoCAD/BIM/VDC	No Max	0	Online	Varies	All	Complete within 1 Year	30 (weeks vary)	All school year
Basic Math	No Max	0	Online	Varies	All	September 8th, 2020 to November 29th, 2020	15 (weeks vary)	All school year
OSHA-30 Construction Safety Cert	No Max	Yes 30	Online	Varies	All	Complete within 60 days	30 (weeks vary)	All school year
Union 101 - UA & Labor History	No Max	0	Online	Varies	All	September 8th, 2020 to November 29th, 2020	15 (weeks vary)	All school year
Use and Care of Tools/Local 400 Shop	No Max	0	Online	Varies	All	September 8th, 2020 to November 29th, 2020	10 (weeks vary)	All school year
In-Person Courses	Max # of Students	Cont. Ed./Hours	Instructor	Start Date	Day of Week	Time	Total Hours	Frequency
*1st Year Apprentice Orientation	No Max	0	S. Wenger	8/6/2020	Thursday	5:00pm to 8:00pm	3 (1 week)	Four Times per Year
*Adv. Riggig with NCCCO Certification	14	No	B. Rexses	8/24/2020	Monday	5:30pm to 8:30pm	33 (11 weeks)	Twice per year
Basic Boilers & Burners	12	No	J. Valence	8/25/2020	Tuesday	5:30pm to 8:30pm	36 (12 weeks)	Once per year
*Basic Riggig for the Field Environment	14	No	C. Saari	8/25/2020	Tuesday	5:30pm to 8:30pm	30 (10 weeks)	Twice per year
*Basic Riggig for the Field Environment	14	No	S. Stauber	8/27/2020	Thursday	5:30pm to 8:30pm	30 (10 weeks)	Twice per year
*Basic Riggig for the Shop Environment	14	No	M. Cook	8/25/2020	Tuesday	5:30pm to 8:30pm	30 (10 weeks)	Twice per year
Blueprint Reading - Fabricators	12	No	S. Krejcarek	8/24/2020	Monday	5:30pm to 8:30pm	30 (11 weeks)	Twice per year
Blueprint Reading - Plumbers	12	No	J. Everard	8/25/2020	Wednesday	5:30pm to 8:30pm	33 (11 weeks)	Once per year
Blueprint Reading - Steamfitter	12	No	F. Ujadzowski	8/27/2020	Thursday	5:30pm to 8:30pm	30 (10 weeks)	Twice per year
Computer Skills for the Tradesman	12	No	S. Wenger	8/25/2020	Wednesday	5:30pm to 8:30pm	30 (10 weeks)	Twice per year
First Aid/CPRAED	8	Yes 6	M. Ott	8/27/2020	Thursday	5:30pm to 8:30pm	12 (4 weeks)	Several times per year
First Aid/CPRAED	8	Yes 6	M. Ott	10/1/2020	Thursday	5:30pm to 8:30pm	12 (4 weeks)	Several times per year
First Aid/CPRAED - Recertification	8	Yes 3	M. Ott	9/24/2020	Thursday	5:30pm to 8:30pm	3 (1 week)	Four Times per Year
Liebert Service, Repair & Maintenance	8	No	L. Zeiler	TBD	TBD	5:30pm to 8:30pm	18 (6 Weeks)	Once per year
Mechanical Equipment Service - 1	12	No	B. Hagens/T. Grose	8/25/2020	Tuesday	5:30pm to 8:30pm	36 (12 weeks)	Once per year
*Medical Gas Certification	14	No	D. Huh/R. Krause	8/25/2020	Wednesday	5:30pm to 8:30pm	39 (13 weeks)	Twice per year
Metallurgy	12	No	S. Krejcarek	8/27/2020	Thursday	5:30pm to 8:30pm	30 (10 weeks)	Once per year
OSHA-30 Construction Safety Cert	40	Yes 30	G. Guenberger/B. Zamora	9/10/2020	Thursday	5:30pm to 8:30pm	30 (10 weeks)	Several times per year
*Pipe Joining Applications	14	Yes 6	DJ Kloda	8/27/2020	Thursday	5:30pm to 8:30pm	30 (10 weeks)	Twice per year
*Pipe Trades Math for Fitters/Fabricators	14	No	R. Roebke	8/25/2020	Tuesday	5:30pm to 8:30pm	30 (10 weeks)	Twice per year
Plumbing Applications	12	No	A. Koelnigs/T. Adams	8/24/2020	Mon. & Wed.	5:30pm to 8:30pm	45 (7.5 weeks)	Once per year
Relay Logic & PLC	12	No	D. Mercier/S. Salentine	8/27/2020	Thursday	5:30pm to 8:30pm	36 (12 weeks)	Once per year
*Soldering and Brazing	12	No	D. Brazzale	8/25/2020	Tuesday	5:30pm to 8:30pm	33 (11 weeks)	Twice per year
Sub Arc Welding UA 400 Certification	3	No	B. Schampers	8/25/2020	Wednesday	5:30pm to 8:30pm	18 (6 Weeks)	Twice per year
*Adv. Pipe Trades Math (Steamfitter Tech)	12	No	N. Schauland	8/24/2020	Monday	5:30pm to 8:30pm	39 (13 weeks)	Twice per year
*Adv. Pipe Trades Math (Steamfitter Tech)	12	No	M. Augustan	8/27/2020	Thursday	5:30pm to 8:30pm	39 (13 weeks)	Twice per year
*Tube Bending	14	No	K. Schneider	8/25/2020	Tuesday	5:30pm to 8:30pm	30 (10 weeks)	Twice per year
*Tube Bending	14	No	M. Darnick	8/27/2020	Thursday	5:30pm to 8:30pm	30 (10 weeks)	Twice per year
UA/MCA Foreman Certification	14	No	D. Zeeman/T. Van Camp	8/24/2020	Monday	5:30pm to 8:30pm	33 (11 weeks)	Twice per year
*UA Local 400 Heritage	28	No	D. Klumpp/K. Rademaker	8/25/2020	Wednesday	5:30pm to 8:30pm	39 (13 weeks)	Twice per year
Welding Code	14	No	J. Zezeveld	8/27/2020	Thursday	5:30pm to 8:30pm	30 (10 weeks)	Once per year
*Welding	35	Yes 30	Various	8/24/2020	Monday	5:30pm to 8:30pm	30 (10 weeks)	Twice per year
*Welding	35	Yes 30	Various	8/25/2020	Tuesday	5:30pm to 8:30pm	30 (10 weeks)	Twice per year
*Welding	35	Yes 30	Various	8/26/2020	Wednesday	5:30pm to 8:30pm	30 (10 weeks)	Twice per year
*Welding	35	Yes 30	Various	8/27/2020	Thursday	5:30pm to 8:30pm	30 (10 weeks)	Twice per year

### NO SCHOOL ON SEPTEMBER 2ND (LABOR DAY)

\* Denotes a prerequisite class needs to be taken and passed prior to taking this class.

† Denotes that a test-out option is available for this class. A score of 90% or better must be attained to get credit. You may only take the test once.

Anyone interested in being an instructor please contact Scott Wenger to fill out an application.

## UA Weld Tests

Starting at 7:30am on the following Saturdays:

September 12, 2020  
October 10, 2020  
November 14, 2020  
December 12, 2020

## Prerequisites

CLASS	PREREQUISITE
*Advanced Pipe Trades Math	Pipe Trades Math for Fitters/Fabricators
*Basic Riggig for Field and Shop	Pipe Trades Math for Fitters/Fabricators
*Medical Gas Certification	4 Years of Piping Experience per NITC
*Pipe Joining Applications	Pipe Trades Math for Fitters/Fabricators
*Pipe Trades Math	Basic Math (Online)
*Soldering and Brazing	Pipe Trades Math for Fitters/Fabricators
*Tube Bending	Pipe Trades Math for Fitters/Fabricators
*UA Local 400 Heritage	Union 101 - UA & Labor History
*Welding	Use and Care of Tools/Local 400 Shop (Online)





## Kaukauna Course Schedule - Fall 2020 - Afternoon

Enroll online at [ua400.org](http://ua400.org). Need help? Call or e-mail Ashley at (920) 462-0408 or [ashley@ua400.org](mailto:ashley@ua400.org)

Fall 2020

On-Line Courses	Max # of Students	Cont. Ed./Hours	Instructor	Start Date	Day of Week	Time	Total Hours	Frequency
AutoCAD/BIM/VDC	No Max	No	0	Online	Varies	All	30 (weeks vary)	All school year
Basic Math (Online)	No Max	No	0	Online	Varies	All	15 (weeks vary)	All school year
OSHA-30 Construction Safety Cert	No Max	Yes	30	Online	Varies	All	30 (weeks vary)	All school year
Union 101 - UA & Labor History	No Max	No	0	Online	Varies	All	15 (weeks vary)	All school year
Use and Care of Tools/Local 400 Shop	No Max	No	0	Online	Varies	All	10 (weeks vary)	All school year
In-Person Courses	Max # of Students	Cont. Ed./Hours	Instructor	Start Date	Day of Week	Time	Total Hours	Frequency
1st Year Apprenticeship Orientation	No Max	No	0	S. Wenger	8/6/2020	Thursday	12:30pm to 3:30pm	3 (1 week)
*Basic Rigging for the Shop Environment	14	No	0	TBD	TBD	12:30pm to 3:30pm	30 (10 weeks)	Once per year
First Aid/CPR/AED	8	Yes	6	B. Elliott	9/2/2020	Wednesday	12:30pm to 3:30pm	Twice per year
First Aid/CPR/AED	8	Yes	6	B. Elliott	10/7/2020	Wednesday	12:30pm to 3:30pm	Twice per year
First Aid/CPR/AED - Recertification	8	Yes	3	B. Elliott	9/30/2020	Wednesday	12:30pm to 3:30pm	3 (1 week)
Metallurgy	14	No	0	B. Meyerhofer	8/26/2020	Wednesday	12:30pm to 3:30pm	30 (10 weeks)
OSHA-30 Construction Safety Cert	16	Yes	30	M. Ott	8/27/2020	Thursday	12:30pm to 3:30pm	30 (10 weeks)
*Pipe Trades Math for Fitters/Fabs	14	No	0	B. Rexness	8/24/2020	Monday	12:30pm to 3:30pm	Once per year
**Soldering and Brazing	12	No	0	N. Marshall	8/25/2020	Tuesday	12:30pm to 3:30pm	Twice per year
*Welding - Kaukauna Training Center	35	Yes	30	Various	8/26/2020	Wednesday	12:30pm to 3:30pm	Fall, Winter and Spring
Holiday 2020								
On-Line Courses	Max # of Students	Cont. Ed./Hours	Instructor	Start Date	Day of Week	Time	Total Hours	Frequency
AutoCAD/BIM/VDC	No Max	No	0	Online	Varies	All	30 (weeks vary)	All school year
Basic Math	No Max	No	0	Online	Varies	All	15 (weeks vary)	All school year
OSHA-30 Construction Safety Cert	No Max	Yes	30	Online	Varies	All	30 (weeks vary)	All school year
Union 101 - UA & Labor History	No Max	No	0	Online	Varies	All	15 (weeks vary)	All school year
Use and Care of Tools/Local 400 Shop	No Max	No	0	Online	Varies	All	10 (weeks vary)	All school year
In-Person Courses	Max # of Students	Cont. Ed./Hours	Instructor	Start Date	Day of Week	Time	Total Hours	Frequency
OSHA-30 Construction Safety Cert	16	Yes	30	M. Ott	11/13/2020	Friday	7:30am to 3:30pm - 11/13, 11/20, 12-3, & 12-10	Several times per year

\* Denotes a prerequisite class needs to be taken and passed prior to taking this class.

**†** Denotes that a test-out option is available for this class. A score of 90% or better must be attained to get credit. You may only take the test once.

**Anyone interested in being an instructor please contact Scott Wenger to fill out an application.**

## UA Weld Tests

All UA Weld Tests will take place at the **KAUKAUNA** Training Center!  
Starting at 7:30am on the following Saturdays:

September 7, 2020	January 9, 2021
October 10, 2020	February 13, 2021
November 14, 2020	March 13, 2021
December 12, 2020	April 10, 2021
	May 8, 2021

## Prerequisites

CLASS	PREREQUISITE
*Advanced Pipe Trades Math (SF Tech)	Pipe Trades Math for Fitters/Fabricators
*Basic Rigging for Field and Shop	Pipe Trades Math for Fitters/Fabricators
*Pipe Joining Applications	Pipe Trades Math for Fitters/Fabricators
*Pipe Trades Math	Basic Math (Online)
*Soldering and Brazing	Pipe Trades Math for Fitters/Fabricators
*UA Local 400 Heritage	Union 101 - UA & Labor History
*Welding	Use and Care of Tools/Local 400 Shop (Online)



# FOND DU LAC NIGHT SCHOOL COURSES

## Fond du Lac Course Schedule - *Summer/Fall 2020*



Training courses are open to ALL Local 400 members in good standing  
Enroll online at ua400.org. Need help? Call or e-mail Ashley at (920) 462-0408 or ashley@ua400.org

### Summer 2020

On-Line Courses	Max # of Students	Cont. Ed./Hours	Instructor	Start Date	Day of Week	Time	Total Hours	Frequency
AutoCAD/BIM/VDC	No Max	No 0	Online	Varies	All	Complete within 1 Year	30 (weeks vary)	All school year
Basic Math	No Max	No 0	Online	Varies	All	June 1st, 2020 to August 16th, 2020	15 (weeks vary)	All school year
Construction Safety OSHA-30 Cert	No Max	Yes 30	Online	Varies	All	Complete within 60 days	30 (weeks vary)	All school year
Union 101 - UA & Labor History	No Max	No 0	Online	Varies	All	June 1st, 2020 to August 16th, 2020	15 (weeks vary)	All school year
Use and Care of Tools/Local 400 Shop	No Max	No 0	Online	Varies	All	June 1st, 2020 to August 16th, 2020	10 (weeks vary)	All school year

### Fall 2020

On-Line Courses	Max # of Students	Cont. Ed./Hours	Instructor	Start Date	Day of Week	Time	Total Hours	Frequency
AutoCAD/BIM/VDC	No Max	No 0	Online	Varies	All	Complete within 1 Year	30 (weeks vary)	All school year
Basic Math	No Max	No 0	Online	Varies	All	September 8th, 2020 to November 29th, 2020	15 (weeks vary)	All school year
OSHA-30 Construction Safety Cert	No Max	Yes 30	Online	Varies	All	Completed within 60 days	30 (weeks vary)	All school year
Union 101 - UA & Labor History	No Max	No 0	Online	Varies	All	September 8th, 2020 to November 29th, 2020	15 (weeks vary)	All school year
Use and Care of Tools/Local 400 Shop	No Max	No 0	Online	Varies	All	September 8th, 2020 to November 29th, 2020	10 (weeks vary)	All school year

In-Person Courses	Max # of Students	Cont. Ed./Hours	Instructor	Start Date	Day of Week	Time	Total Hours	Frequency
First Aid/CPR/AED	8	Yes 6	M. Ott	10/1/2020	Thursday	5:30pm to 8:30pm	12 (4 weeks)	Twice per year
First Aid/CPR/AED - Recertification	8	Yes 3	M. Ott	10/29/2020	Thursday	5:30pm to 8:30pm	3 (1 week)	Twice per year
*Pipe Trades Math for Fitters/Fabricators	14	No 0	B. Rexses	8/25/2020	Tuesday	5:30pm to 8:30pm	30 (10 weeks)	Once per year
*Soldering and Brazing	7	No 0	R. Siehs	8/25/2020	Tuesday	5:30pm to 8:30pm	33 (11 weeks)	Once per year
*Welding	7	Yes 30	T. Tabbert	8/24/2020	Monday	5:30pm to 8:30pm	30 (10 weeks)	Twice per year
*Welding	7	Yes 30	C. Schultz	8/26/2020	Wednesday	5:30pm to 8:30pm	30 (10 weeks)	Twice per year

### NO SCHOOL ON SEPTEMBER 2ND (LABOR DAY)

\* Denotes a prerequisite class needs to be taken and passed prior to taking this class.

† Denotes that a test-out option is available for this class. A score of 90% or better must be attained to get credit. You may only take the test once.

Anyone interested in being an instructor please contact Scott Wenger to fill out an application.

## UA Weld Tests

All UA Weld Tests will take place at the **KAUKAUNA** Training Center!  
Starting at 7:30am on the following Saturdays:

September 7, 2020  
October 10, 2020  
November 14, 2020  
December 12, 2020

January 9, 2021  
February 13, 2021  
March 13, 2021  
April 10, 2021  
May 8, 2021

## Prerequisites

CLASS	PREREQUISITE
*Advanced Pipe Trades Math (SF Tech)	Pipe Trades Math for Fitters/Fabricators
*Basic Rigging for Field and Shop	Pipe Trades Math for Fitters/Fabricators
*Pipe Trades Math	Basic Math (Online)
*Soldering and Brazing	Pipe Trades Math for Fitters/Fabricators
*UA Local 400 Heritage	Union 101 - UA & Labor History
*Welding	Use and Care of Tools/Local 400 Shop





# KAUKAUNA CERTIFICATION SCHOOL COURSES

## Kaukauna Course Schedule - 2020-2021 School Year

Training courses are open to ALL Local 400 members in good standing

Enroll online at [ua400.org](http://ua400.org). Need help? Call or e-mail Ashley at (920) 462-0408 or [ashley@ua400.org](mailto:ashley@ua400.org)



Online 2020-2021									
OSHA-30 Construction Safety Cert	No Max	Yes	30	Online	Varies	All	Complete within 60 days	30 (weeks vary)	All school year
Summer 2020									
*EPRI Advanced Valve Repair Cert	14	No	0	R. Wagner	6/8/2020	Mon & Wed	5:00pm to 9:00pm	32 (5 weeks)	Once per year
Instrumentation Level I Certification	14	No	0	J. Drzewiecki/R. Wanta	7/7/2020	Tue, Thur, & Sat	Tue & Thur 5:00pm to 9:00pm; Sat 7:30am to 4:00pm	60 (4 weeks)	Once every other year
OSHA-30 Construction Safety Cert	24	Yes	30	M. Ott	6/4/2020	Thursday	5:30pm to 8:30pm	30 (10 weeks)	Several times per year
OSHA-30 Construction Safety Cert	24	Yes	30	M. Ott	6/5/2020	Friday	7:30am to 3:30pm	30 (4 weeks)	Several times per year
Fall 2020									
Course	Max # of Students	Cont. Ed / Hours	Instructor	Start Date	Day of Week	Time	Total Hours	Frequency	
*Adv. Rigging with NCCCO Certification	14	No	0	B. Rexses	8/24/2020	Monday	5:30pm to 8:30pm	36 (12 weeks)	Twice per year
*Medical Gas Certification	14	No	0	D. Huth/R. Krause	8/26/2020	Wednesday	5:30pm to 8:30pm	39 (13 weeks)	Once per year
OSHA-30 Construction Safety Cert	14	Yes	30	M. Ott	8/27/2020	Thursday	12:30pm to 3:30pm	30 (10 weeks)	Several times per year
OSHA-30 Construction Safety Cert	40	Yes	30	G. Guttenberger/B. Zamera	9/10/2020	Thursday	5:30pm to 8:30pm	30 (10 weeks)	Several times per year
Sub Arc Welding UA 400 Certification	3	No	0	B. Schampers	8/26/2020	Wednesday	5:30pm to 8:30pm	18 (6 Weeks)	Twice per year
UA/MCA Foreman Certification	14	No	0	D. Zeeman/T. Van Camp	8/24/2020	Monday	5:30pm to 8:30pm	33 (11 weeks)	Twice per year
Holiday 2020									
Orbital UA Welding Certification	8	Yes	22	K. Agamaite	11/30/2020	Mon & Wed	5:30pm to 8:30pm	15 (2½ Weeks)	Twice per year
OSHA-30 Construction Safety Cert	16	Yes	30	M. Ott	11/13/2020	Friday	7:30am to 3:30pm - 11/13, 11/20, 12-3, & 12-10	30 (4 weeks)	Several times per year
Winter 2021									
*Adv. Rigging with NCCCO Certification	14	No	0	B. Rexses	1/4/2021	Monday	5:30pm to 8:30pm	33 (11 weeks)	Twice per year
*EPRI Basic Valve Repair Cert	14	No	0	R. Wagner	1/4/2021	Mon & Wed	5:00pm to 9:00pm	32 (5 weeks)	Once per year
*EPRI Basic/Advanced Valve Repair Re-cert	14	No	0	R. Wagner	2/15/2021	Mon & Wed	5:00pm to 9:00pm	16 (2 weeks)	Once per year
*Medical Gas Certification	14	No	0	D. Huth/R. Krause	1/6/2021	Wednesday	5:30pm to 8:30pm	39 (13 weeks)	Twice per year
OSHA-30 Construction Safety Cert	40	Yes	30	G. Guttenberger/B. Zamera	1/21/2021	Thursday	5:30pm to 8:30pm	30 (10 weeks)	Several times per year
Sub Arc Welding UA 400 Certification	3	No	0	B. Schampers	1/6/2021	Wednesday	5:30pm to 8:30pm	18 (6 Weeks)	Twice per year
UA/MCA Foreman Certification	14	No	0	D. Zeeman/T. Van Camp	1/4/2021	Monday	5:30pm to 8:30pm	33 (11 weeks)	Twice per year
Spring 2021									
Backflow/Cross Connection Certification	14	Yes	40	R. Siehs/B. Elliott	3/30/2021	Tue & Thur	5:30pm to 8:30pm	40 (6½ weeks)	Once per year
*EPRI Advanced Valve Repair Cert	14	No	0	R. Wagner	3/1/2021	Mon & Wed	5:00pm to 9:00pm	32 (5 weeks)	Once per year
*EPRI Rigging Certification	14	No	0	B. Rexses/C. Saari	4/6/2021	Tuesday	5:30pm to 8:30pm	30 (10 weeks)	Once per year
Orbital UA Welding Certification	8	Yes	22	K. Agamaite	4/5/2021	Mon & Wed	5:30pm to 8:30pm	15 (2½ Weeks)	Twice per year
OSHA-30 Construction Safety Cert	16	Yes	30	M. Ott	4/20/2021	Tue. & Thur.	5:30pm to 8:30pm	30 (5 weeks)	Several times per year
OSHA-30 Construction Safety Cert	16	Yes	30	M. Ott	4/23/2021	Friday	7:30am to 3:30pm	30 (4 weeks)	Several times per year

NO SCHOOL ON SEPTEMBER 2ND (LABOR DAY), AND MAY 25TH (MEMORIAL DAY)

\* Denotes a prerequisite class needs to be taken and passed prior to taking this class.

Anyone interested in being an instructor please contact Scott Wenger to fill out an application.

### UA Weld Tests

All UA Weld Tests will take place at the **KAUKAUNA** Training Center!  
Starting at 7:30am on the following Saturdays:

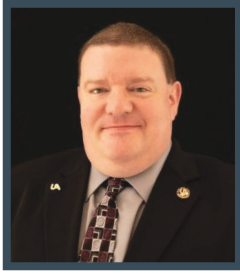
September 7, 2020	January 9, 2021
October 10, 2020	February 13, 2021
November 14, 2020	March 13, 2021
December 12, 2020	April 10, 2021
	May 8, 2021

### Prerequisites

CLASS	PREREQUISITE
*Adv. Rigging with NCCCO Certification	Basic Rigging for Field and Shop
*EPRI Advanced Valve Repair Certification	EPRI Basic Valve Repair Certification
*EPRI Rigging Certification	Advanced Rigging with NCCCO Certification
*Instrumentation Level II Certification	Instrumentation Level I Certification
*Medical Gas Certification	4 Years of Piping Experience per NITC



## TRAINING COORDINATOR



Brothers and Sisters,

In response to the rapidly growing number of cases of Coronavirus (COVID-19) worldwide, the UA Local 400 Training Department continues to closely monitor reports from the Centers for Disease Control (CDC) and work with local health officials to keep every Local 400 member safe and informed. Due to these concerns, many classes and events have been postponed and cancelled. If you have any questions regarding this situation or any classes and events that have been postponed, please contact Scott Wenger for more details.

### New Graduates

I would like to congratulate our 2020 graduates on a job well done:

**Fabricator:** Christian Agamaite, Cody Bierman, Johnathan Christman, Jake Cleereman, Sam DeBruin, Jake Dempsey, Rob Gloudemans, Jason Gribble, Brian Havinga, Justin Holz, Nick Johnson, Alex Kalbus, Tom King, Dustin Knutson, Todd, Krueger, Rob Kuss, Mike Langenhorst, Matt Mackey, Bryan Martin, Mikah Moede, Derek Pell, Tyler Pitsch, James Reynard, Chad Roberts, Josh Rom, Dave Rouse, Ben Sauby, Keith Schroeder, Andy Thompson, Lucas Villwock, Josh Vincent, Trevor Willes, and Kheng Xiong

**Plumber:** Brady Corrigan, Joseph Dempsey, Cullen Ducat, Zack Kleinke, Adam Kohlman, Joshua Krueger, Nick Leiser, Ezekial Peters, Taylor Schaefer, Ryan Smet, Michael Tessmer, Travis Tlachac, Austin Woracheck, and Benjamin Zills

**Steamfitter Construction:** Alex Anderson, Jacob Atkinson, Christopher Buresh, Alex Chosa, Joe Geiger, David Glick, James McCarville, Dylan Michell, Tyler Schneider, Jason Smits, Ryan Stafford, Adam Stock, William Tilot, Cody VanDeHey, Travis Vander Hyden, and Tanner Wunderlich

**Steamfitter Service:** Logan Bahr, Matt Cook, Joseph Kriese, Drew Mahlik, and Jorge Ramirez

**Honor Graduates:** Matt Cook, Brady Corrigan, Tom King, Adam Kohlman, Rob Kuss, Mike Langenhorst, Nick Leiser, Matt Mackey, Drew Mahlik, Tyler Pitch, James Reynard, Chad Roberts, Josh Rom, Ryan Stafford, Travis Vander Heyden, Josh Vincent, and Benjamin Zill

The UA Local 400 Training Department has decided to postpone the 2020 Graduation Banquet. The new date for the 2020 Graduation Banquet is **October 22, 2020**.

### 2020-2021 Classes

The 2020-2021 School Schedule is included in this newsletter. Members will be able to sign up for classes starting on Monday, May 4th. We will be offering the following Certification Classes during the upcoming year:

Adv. Rigging with NCCCO Signalperson	Instrumentation Level I
EPRI Basic Valve Repair	Medical Gas Installation
EPRI Advanced Valve Repair	UA/MCA Foreman
EPRI Rigging	UA 400 Submerged Arc Welding
OSHA 30 Construction Safety	UA Orbital Welding
OSHA 30 Construction Safety - On-Line	Backflow and Cross-Connection

We are also offering the following classes at our Fond du Lac Facility during the 2019-2020 School Year:

First Aid/CPR/AED	Welding
Pipe Trades Math for Fitters and Fabricators	Basic Rigging for the Field
Soldering and Brazing	OSHA 30 Construction Safety

*Continued on page 15...*

...Continued from page 14

Starting on May 4th, our class schedules for the upcoming school year will be listed on our website ([www.ua400.org](http://www.ua400.org)). If you would like to sign up for any of the classes listed, you may do so on the website, or you can contact Scott Wenger or Ashley Thompson. Please keep in mind, per Education Fund Rules, every class we offer must have at least 6 members sign up for a class for that class to be held. So be sure to sign up early if you are interested in taking a class.

### OSHA 30

Don't forget that per our current collective bargaining agreement, you need to have a valid OSHA 30 certification by May 30, 2021. To prove that you have a valid OSHA 30 certification, The Local 400 Training Department needs to have a copy of your OSHA 30 Card by the end of the current collectively bargained agreement. We offer an online OSHA 30 class that you can take at your own pace. If anyone is interested in taking this online class, please contact Scott Wenger or Ashley Thompson.

### New Classes Starting this Year

We have some new classes that we are starting this year:

AutoCAD - Online  
Basic Rigging for the Shop  
Computer Skills for the Tradesman  
Instrumentation I Certification

Basic Finance for the Tradesman - Online  
ASSE 12000 Infection Control  
ASSE 13101 Service Plumber Certification

If you are interested in or if you want more information on any of these classes, please contact Scott Wenger.

### Plumbing Continuing Education

The UA Local 400 Training Department has decided to postpone all scheduled Plumbing Continuing Education Classes until further notice. When classes resume, we will send out a text to the membership. If you have any questions regarding this situation or any classes and events that have been postponed, please contact Scott Wenger for more details.

I hope everyone stays healthy and is looking forward to getting back to normal life. If you have any questions or concerns, please contact Scott Wenger for more details.

Fraternally yours,

Brother Scott Wenger  
Training Coordinator



Congratulations NICE GOING!  
GREAT! Way to Go!  
Yea! FELICITATIONS  
CHEERS Take A BEST  
BOW! WISHES!



Our Office Manager, Sharon Callahan, will be retiring on May 29, 2020. She began her career with Local 298 in Green Bay in 1996. We are grateful for all she has done over the past 24 years assisting the staff and membership of Local 400. Congratulations, Sharon, on your well-deserved retirement. You will be greatly missed.

### Morgan Stanley

Wealth Management  
Retirement Planning  
College Savings Plans



[L to R]: Seated: Chad Klaubauf; Gary Wesa; Standing: Bobbi VanEperen; Jayme Blohowiak

### The Wesa/Klaubauf Group at Morgan Stanley

**Gary Wesa, CRPS®**  
Senior Vice President  
Wealth Advisor

**Chad Klaubauf, CFP®**  
Financial Advisor  
NMLS #1293954

**Bobbi VanEperen**  
Financial Advisor  
NMLS #1510413

**Jayme Blohowiak**  
Registered Client  
Service Associate

111 N. Washington Street  
Green Bay, WI 54301  
920-436-5622  
[gary.wesa@morganstanley.com](mailto:gary.wesa@morganstanley.com)  
[fa.morganstanley.com/thewesaklaubaufgroup](mailto:fa.morganstanley.com/thewesaklaubaufgroup)

Certified Financial Planner Board of Standards Inc. owns the certification marks CFP®, CERTIFIED FINANCIAL PLANNER® and federally registered CFP (with flame design) in the US.

© 2019 Morgan Stanley Smith Barney LLC. Member SIPC.

BC008 CRC2639077 01/19

## UA 400 Response to COVID-19

As a labor organization that has the health and safety of its members and families constantly in mind, UA 400 has had to take some drastic steps to do our part in limiting the spread of the COVID-19 virus. Some of these decisions are surely not popular, but they are necessary. I think its an understatement to say the spread of this virus in the US was severely underestimated.

The office staff here at the hall ask that you pay close attention to our text stream, website, and social media pages for updates related to the virus. If the virus continues to progress, the local may be forced to cancel more events in the future. We are constantly doing what we can to keep things running as normal as possible. As a staff, we are working with our contractor partners and service providers to ensure we are still capable of carrying out critical business remotely. Our Business Agents, Training Department, and Office Professionals all have the capabilities of working from home, if need be. The Foundation and E-Board also have remote capabilities to help them conduct monthly union business.

As a membership, please continue to monitor the Local, State, and Federal websites to stay informed. If you or your one of your family members are experiencing symptoms, PLEASE follow the guidelines set by the CDC, practice social distancing, and call your physician.

We can assure you, if we all practice good hygiene and follow the government recommendations, the faster things will get back to normal and the faster we can start to dig out of the economic impact of the virus. There is a lot of work to be done in Local 400, and we are looking forward to getting after it!

## RETIRED, DECEASED AND 50-YEAR MEMBERS

March 6, 2020

### RETIREES

<u>Last Name</u>	<u>First Name</u>	<u>Retirement Date</u>
Bever	Steve	1/1/2020
Bukouricz	James	3/1/2020
Gilles	John	1/1/2020
Goff	Bryan	12/1/2019
Hungerford	Steven	12/1/2019
Knapp	Jerome	3/1/2020
Knaus	Jeffrey	1/1/2020
Meetz	Richard	11/1/2019
Pfefferle	Thomas	12/1/2019
Schneider	David	1/1/2020
Sustman	Scott	12/1/2019
Welsh	Thomas	12/1/2019
Wolff	Robert	1/1/2020

Congratulations on your well-deserved retirements! Look back with pride and satisfaction on a job well done and look forward to all the things you've yet to enjoy!

### DECEASED

<u>Last Name</u>	<u>First Name</u>	<u>Date of Death</u>
Albrecht	Leonard	2/16/2020
Bangert	John	11/26/2019
Barclay	Terry	12/16/2019
Brennan	Stephen	12/25/2019
Keitel	Jack	11/17/2019
Lantaff	Larry	12/26/2019
Parker	Donald	12/23/2019
Trefz	Ralph	12/22/2019

Our deepest sympathies to the families of our deceased brothers.

### 50-YR MEMBERS

<u>Last Name</u>	<u>First Name</u>	<u>Gold Card Date</u>
Gierczak	Steven	12/17/2019
Gulseth	Monte	1/21/2020
Hill	Thomas	12/17/2019
Uraynar	Thomas	2/27/2020

Congratulations Gold Card Members!

## OSHA-30

Don't forget that you need to have a valid OSHA-30 certification by the end of the current collectively bargained agreement (May 30, 2021). If you have an OSHA-30 card in your wallet, please e-mail a picture of it to either Ashley (ashley@ua400.org) or Scott (scott@ua400.org) so we can put it on file for you.

We offer an online OSHA-30 class that you can take at your own pace, along with the normal OSHA classes we hold throughout the year. If anyone is interested in taking this online class, please contact Scott Wenger or Ashley Thompson.



## **THE ORGANIZERS CORNER**



Happy Spring brothers and sisters! Winter has been mild, and construction still looks great across the state. Currently, we need plumbers and sprinkler fitters almost statewide.

At the February union meeting, RHD Plumbing was a huge topic of discussion with the work they obtained at Lambeau Field with a plumbing project. They are a cancer in Wisconsin, as they take full advantage of one-to-one journeyman to apprentice ratio as well as currently employ over 25 helpers/pre-apprentices. They are the lowest paying non-union contractor in the state for the type of work they do. If you are working on a project that RHD is on, please inform myself or a Local 400 business agent. Also, please talk to the plumbers, be friendly, get to know them. The WPTA organizers have a running employee list of almost every non-union contractor in the state. With employees coming and going, we are always looking for more information to try to keep these lists as current as possible.

The Wisconsin Pipe Trades Association's new web page is up and running. Please take a few minutes to look the site over at [www.wipipetrades.org](http://www.wipipetrades.org). It is very informative on the political climate and events going on around the state as well as other important information.

On the political topic, I'm sure everyone is aware this is a big election year and I can't emphasize this enough, please look at the WPTA web page or the Local 400 web page to see who we are endorsing and why. The site will also show you where to register. Every member should take the time to register and vote this coming November. Wisconsin has maintained a good market share and union wage over the years, and one of our biggest strengths is our licensing laws and requirements in the state. This is always at risk, and without political support, this is in real danger. When work takes my travels around the United States and I see the difference in wages and benefits and how this goes hand-in-hand with the market share and political climate in the area, I truly hope that as a union member, you can understand the importance in this. Please don't be fooled into believing that our wages and benefits are a given. We need to continue to fight and have political support on labor's side. If you have any questions or concerns on these matters, please contact me or a Local 400 agent.

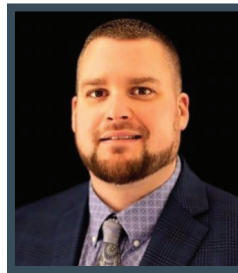
Once again, if you know an individual doing UA work non-union, please give them my name and tell them to contact me through the Local 400 website or the Wisconsin Pipe Trades website. I am willing to come to their homes or meet them after work as well. Remember, we are all on the same

team and the term "brotherhood" doesn't just pertain to an individual doing your trade in your home local union. It's "us" vs. the "non-union contractor", yes, the contractor, not the worker. Most of these individuals working non-union just haven't been as fortunate as we have, and they just need to be educated not chastised or ridiculed. They are no different than you or me, as they just want to work hard and provide for their families.

As the UA continues to grow, we need everyone helping to continue to remain strong and grow.

Kyle Croft  
WPTA Lead Organizer

## **WELDING COORDINATOR**



Hello Members,

I hope everyone did their best to enjoy the cold winter months.

To all members, and especially those that are currently out of work, I encourage you to come in and brush up on your welding skills. If you do not have weld certs but are interested in acquiring one or more, I encourage you to take the time to come in and practice. Continuity needing updating for welding or brazing can be done here at the UA 400 Training Facility. Contact Jeremy Meyers ([Jeremy@ua400.org](mailto:Jeremy@ua400.org)) or myself ([Matt@ua400.org](mailto:Matt@ua400.org)) for availability.

### **Weld Test Dates**

Upcoming weld test dates are as follows: Saturday, April 11th and Saturday, May 9th. If you are interested in signing up for a weld test, please have the courtesy to sign up no later than the Wednesday prior to the scheduled weld test date. The Monday/Wednesday spring weld class beginning April 6th has filled up. If you enrolled in the spring weld class and are unable to remain committed, please let us know so others may take up that spot in the class.

### **State Apprenticeship Contest**

Local 400 was to host the WI Pipe Trades State Apprenticeship Contest this month, but due to the COVID-19 virus situation, it has been POSTPONED/CANCELLED. Please watch the June newsletter, Facebook and the Announcements page of our website: [ua400.org](http://ua400.org) for updates.

Best Regards,

Matt Stoop  
Welding Coordinator

## LOCAL 400 DEFINED BENEFIT PENSION PLAN

### Recent Investment Performance

As of December 31, 2019, the Plan held total assets of \$180,880,755. The Plan had an actual investment return of a negative 16.90% for the calendar year ending December 31, 2019. This compares to the assumed actuarial rate of return of 7.00% for the same time period.

## LOCAL 400 PROFIT SHARING/401(k) DEFINED CONTRIBUTION PLAN

(formerly the Money Purchase and 401(k) Plans)

### Recent Investment Performance – Profit Sharing (former Money Purchase Plan)

As of December 31, 2019, the Plan held \$289,817,680 in assets. The Plan had an actual investment return of 15.90% for the calendar year ending December 31, 2019. This compares to the custom benchmark of 16.30% for the same time period. Please note the “Total” expense associated with the plan during calendar year 2019 was 0.451%.

### Addition of “Roth” Provision

Effective with work hours beginning on January 1, 2020, the Local 400 Profit Sharing/401(k) Defined Contribution Plan has added a “Roth” provision. This provision will allow participants (on a voluntary basis) to contribute to the 401(k) portion of the Plan on an “After Tax” basis. Participants will be offered the same deferral levels as well as the same investment options as the traditional “Pre-Tax” deferral provision.

### Asset and Participant Status – 401(k) Plan

As of December 31, 2019, the Plan held \$45,812,622 in assets. As of January 1, 2020, 695 members were actively deferring into the Plan. The next enrollment period is April 1, 2020. Should you elect to join the Plan or change your deferral amount, please have your enrollment/change form to the Fund Office **no later than March 15th.**

Did you know the value of compound interest has a significant effect on your 401(k) balance? Start Early!

Current Age	Retirement Age	Hourly Deferral Amount	Annual Hours Worked	Total Annual Deferral Amount	Assumed Annual Investment Return	Total Deferrals	Total Earnings	Retirement Balance
25	65	\$0.50	1,800	\$900	8.00%	\$36,000	\$205,580.95	\$241,580.95
25	65	\$1.00	1,800	\$1,800	8.00%	\$72,000	\$411,161.90	\$483,161.90
35	65	\$1.00	1,800	\$1,800	8.00%	\$54,000	\$157,282.59	\$211,282.59
45	65	\$1.00	1,800	\$1,800	8.00%	\$36,000	\$49,349.86	\$85,349.86
55	65	\$1.00	1,800	\$1,800	8.00%	\$18,000	\$9,018.64	\$27,018.64

### Access to Profit Sharing/401(k) Information – Milliman Website

Participants have access to both their Profit Sharing and 401(k) accounts balances on the Milliman website. New Participants to the Profit Sharing/401(k) Plan will receive “Welcome Kits” which include instructions on establishing online access to their account.

Please note the Milliman website allows you to view your account balances as well as make changes to your 401(k) investment elections through Milliman's website [www.millimanbenefits.com](http://www.millimanbenefits.com).

### Ask the Administrative Manager

Should you have any questions regarding the Local 400 Defined Benefit, Defined Contribution Pension or 401(k) Plan, we ask that you submit them to [jimh@bpalja.com](mailto:jimh@bpalja.com) and we will respond in the next newsletter.

### Soon-to-be Retirees

In the event you are anticipating retirement, please contact the Fund office three (3) months in advance to assure the proper paperwork is taken care of. Thanks!

*Continued on page 19...*

...Continued from page 18

Just a friendly reminder to make sure you have a current beneficiary form on file with the Fund office.

Should you have any questions regarding the Plans, please contact BPA at 866-562-4004.

Have a Safe and Enjoyable Spring!

James J. Hoppe  
Administrative Manager

## **YOUTH APPRENTICESHIP REPORT**



Hello everyone, I am pleased to report the youth apprenticeship program has 44 active youth apprentices. The pieces of the puzzle are being solved, and the gaps are being bridged. I can strongly say, it takes many avenues to promote the program other than just the schools and contractors. Sitting on many school and business advisory boards, local chambers, and rotary clubs are some key opportunities to support our program and gain awareness.

One of the events Local 400 attends each year is the W.T.E.A. (Wisconsin Technology Education Association) in March, which is held for teachers and partners in education to see the latest technology, class curriculum, equipment, events, and participate in specific topic training sessions. This event is a major networking day, bringing in high school teachers and partners across the state of Wisconsin. This year was an amazing turn out. In return, we had 19 schools from this event commit to our "Kick Off Your Future" field goal building competition. Teachers received their "work packet" and 2" pipe for the competition during this event. Local 400 is the only trade at this event who has a "building" event for high schools to compete and participate in. I can say teachers are always eager to hear what we will do next!

### **New to the Program**

The Wisconsin Pipe Trades has provided Local 400 with an online database called the Pipe Trades portal. In previous union meeting reports, I had mentioned if there was a way we could track or keep tabs on applicants who apply. This new networking software takes care of all these details with new online links to help navigate someone who is seeking info or applying directly. This will funnel them directly to who or what they are looking for. The only "side effect" for us in our industry is that this process now will be all paperless, but ultimately, more efficient.

### **Upcoming Events**

- "Kick Off Your Future" Field Goal Building Competition that was to be held on April 16th at the training facility has been CANCELLED.
- "Train with the Best" Timber Rattlers Game June 14th (Fox Cities Stadium)
- Women in the Pipe Trades Evening Event / Social November 11th (Training Facility)

Thank you everyone for your continued support for our future workforce!

Respectfully,

DJ Kloida  
Youth Apprentice Coordinator

### **Employee Assistance Program** 1-800-540-3758 or [eap@ascension.org](mailto:eap@ascension.org)

Ascension WI Employer Solution  
<https://ascensionwieap.org/>

The Employee Assistance Program is offered as part of the Local 400 Health & Welfare Plan. Any and all information regarding participant use of the EAP is strictly confidential.

The caring, helpful EAP staff members are all highly-trained, licensed mental health professionals and counselors. Areas in which the EAP can help you are:

- relationship issues
- divorce and separation
- financial and legal concerns
- alcohol and drug problems
- work concerns
- depression and anxiety
- parenting issues
- gambling problems
- other workplace classes and programs

Should you identify a challenge you or your loved one may be experiencing, know that you can confidentially discuss these concerns and learn of resources available. Early intervention is always better than contending with a full-blown crisis.

National Suicide Prevention Lifeline:  
1-800-273-TALK (8255)



## **PLUMBING INSTRUCTOR REPORT**



We are about halfway through the semester, and at this point, the apprentices have learned the basics of private onsite wastewater treatment systems. The remainder of the semester we will be designing POWTS systems according to soil conditions and varying site landscape conditions. There are also

10 Plumbing Apprentices that are in their final semester of paid-related training and will be writing a mock journeyman plumber exam at the end of the semester. Classes will finish on May 15th.

A reminder to Plumbers and Apprentices, check your license expiration date, (some expire on March 31st) and Continued Education hours required/needed. Go to [licensesearch.wi.gov](http://licensesearch.wi.gov), CHOOSE: Trade Credential/License Search, enter your credential number, check the "I'm not a robot box", click on SEARCH. Your Credential/s should show, then Click on your name to see your Continuing Education Hours status and the date needed by (license expiration date).

Have a Great Spring!

Bruce Dietzen  
Plumbing instructor

### **Minimum Union Dues**

The dues rate schedule effective January 1, 2020 is as follows:

<b>Retired</b>	<u>Criteria</u>	<u>Dues Rate</u>
	<u>Retired</u> Members Age 62 (and older) who have not yet earned their 50-Year Gold Card.	\$0.00 per month (UA per capita will be paid by the local for 2020*)
	<u>Retired</u> Members who have not reached Age 62 (including Retired Disabled).	\$30.00 per month (same as active members)
<b>Active</b>	<u>Active</u> Members (Non-Working Dues) who have reached Age 65 by 12/31/2019.	\$23.00 per month
	<u>Active</u> Members (Non-Working Dues) who have not reached Age 65 by 12/31/2019.	\$30.00 per month
	Bay Shipbuilding Active Members	\$31.00 per month

\*Per vote by the membership at the May 16, 2018 union meeting, Local 400 will pay the monthly per capita tax to the United Association for these retired members and they are not required to pay dues in 2019 or 2020. Members who turn 62 during 2020 will start the free dues the month following their birthday.

Members who have reached their 50-Year Anniversary with the UA have earned their "Gold Card" and no longer pay union dues.

Per a bylaws change effective June 1, 2019, If you are on Short Term Disability for a month or more and receive a minimum dues billing, please call the union office and let us know so the local General Fund can cover your per cap for that month(s).

**PLEASE REMEMBER THAT YOU ARE ULTIMATELY RESPONSIBLE FOR PAYING YOUR DUES ON TIME!** If you become 3 months or more behind in dues, you are assessed a \$50 reinstatement fee by the UA. If you become 6 months delinquent, you are expelled from the local. Please don't ignore your dues billings. If you are questioning why you are receiving a bill, please call the union office so we can investigate it.

**REMINDER WHEN TRAVELING:** When you are working out of town for a signatory Local 400 contractor for an entire month and owe minimum dues, the CBA states per Article V, Section 5.5, that you can provide your employer with a copy of your dues billing or a receipt showing that you've already paid your minimum dues owed so they can reimburse you.

**REMINDER ON JOB REFERRAL:** In order to be eligible for work through the Local 400 Referral System, all dues, fines and reinstatement fees **MUST** be paid in full. It is also your responsibility to call the referral line when you get laid off. The direct number is (920) 462-5923.

# UPCOMING EVENTS

## Saturday, April 25th

**Fraternal 400 Sporting Clay Shoot:** 8:00 am Registration, 9 am Shot Gun Start

Little Creek Lodge, Little Suamico

Event starts at 8 am. COST: \$10.00 per person includes door prizes, lunch, and a round of sporting clays. Checks should be made payable to "Local 400 Fraternal Fund" and money will be collected at the door. However, please sign up by the deadline. All Local 400 members and immediate family are invited. Sign up your team (or request to join a team) at: <https://bit.ly/2TlqsqE> or scan the QR code at right by **Friday, April 10th**.



**Fraternal 400 Awards Reception:** POSTPONED due to COVID-19. Please watch the June newsletter for a new date.

## Saturday, June 6th

**21st Annual Golf Outing:** Shotgun start at 8:00 am - Arrive by 7:00 am

Hickory Hills Country Club, W3095 Hickory Hills Rd, Chilton

Cost per golfer is \$20, which includes 18 holes of golf with power cart, two drink tickets and all the food you can eat. (Total cost per golfer is actually \$40; however, the Fraternal Fund is picking up \$20.00 of that cost). All golfers will receive at least one door prize. Sign up at: <https://bit.ly/3as1Zbv> or scan the QR Code at right by **Friday, May 22nd**.



## Wednesday, July 15th

**Member Brat Fry:** 6:00 pm, Local 400 Kaukauna Union Hall & Training Center.

COST: FREE. Brats, Burgers, Beer, and Soda will be served before and after the July Union Meeting. Sign up at: <https://bit.ly/2TvqAmg> or scan the QR Code at right by Wednesday, July 8th.



## Saturday, September 12th

**Fraternal 400 Family Day:** 10:00 am, Badger Sports Park, Appleton

COST: \$10.00 per family. (2 adults/4 children). \$5 for each additional child. Registration begins at 9:45 am. Includes unlimited passes for the following attractions from 10 am to 1 pm: laser tag, go-carts, batting cages, non-ticketed video games, mini golf, mini bowling, and inflatables. Food and refreshments from 12:30 pm - 2:30 pm. Sign up at: <https://bit.ly/32R8j7a> or scan the QR Code at right by Friday, September 4th.



## Saturday, December 5th

**Fraternal 400 Bowling/Lunch with Santa:** 11:00 am to 2:00 pm

Super Bowl, Appleton

COST: Minimum \$10.00 donation to the chosen charity (2 adults/4 children). Includes bowling, pictures with Santa, pizza buffet, soda and a cookie decorating station. Sign up at: <https://bit.ly/39tTB92> or scan the QR Code at right by Friday, November 27th.



Questions? Contact Travis Martin at (920) 462-0403 or e-mail: [travis@ua400.org](mailto:travis@ua400.org)

## Local 400 Staff Directory

The main numbers are: [\(920\) 462-0400](tel:(920)462-0400) or [1-800-239-1552](tel:1-800-239-1552) (toll-free in Wisconsin)

Referral Line: [\(920\) 462-5923](tel:(920)462-5923)



**Sharon Callahan**  
Office Manager  
[\(920\) 462-0401](tel:(920)462-0401)  
[sharon@ua400.org](mailto:sharon@ua400.org)



**Kayla Kostka**  
Office Professional  
[\(920\) 462-0402](tel:(920)462-0402)  
[kayla@ua400.org](mailto:kayla@ua400.org)



**Travis Martin**  
Business Agent  
[\(920\) 462-0403](tel:(920)462-0403)  
[travis@ua400.org](mailto:travis@ua400.org)



**Rob Kosky**  
Business Agent  
[\(920\) 462-0404](tel:(920)462-0404)  
[rob@ua400.org](mailto:rob@ua400.org)



**Doug Dokey**  
Business Agent  
[\(920\) 462-0405](tel:(920)462-0405)  
[doug@ua400.org](mailto:doug@ua400.org)



**Trevor Martin**  
Business Manager  
Financial Secretary-  
Treasurer  
[\(920\) 462-0406](tel:(920)462-0406)  
[trevor@ua400.org](mailto:trevor@ua400.org)



**Scott Wenger**  
Training  
Coordinator  
[\(920\) 462-0407](tel:(920)462-0407)  
[scott@ua400.org](mailto:scott@ua400.org)



**Ashley Thompson**  
Office Professional  
Training  
Department  
[\(920\) 462-0408](tel:(920)462-0408)  
[ashley@ua400.org](mailto:ashley@ua400.org)



**Dustin Delsman**  
Business Agent  
[\(920\) 462-0409](tel:(920)462-0409)  
[dustin@ua400.org](mailto:dustin@ua400.org)



**Kevin Wyngaard**  
Steamfitter Day  
School Instructor  
[\(920\) 462-0410](tel:(920)462-0410)  
[kevin@ua400.org](mailto:kevin@ua400.org)



**Matt Stoop**  
Welding  
Coordinator  
[\(920\) 462-0411](tel:(920)462-0411)  
[matt@ua400.org](mailto:matt@ua400.org)



**DJ Kloida**  
Youth  
Apprenticeship  
Coordinator  
[\(920\) 462-0412](tel:(920)462-0412)  
[djkloida@ua400.org](mailto:djkloida@ua400.org)



**Jeremy Meyers**  
Welding Instructor  
[\(920\) 462-0413](tel:(920)462-0413)  
[jeremy@ua400.org](mailto:jeremy@ua400.org)



**Bruce Dietzen**  
Plumber Day School  
Instructor  
[\(920\) 462-0418](tel:(920)462-0418)  
[bruce@ua400.org](mailto:bruce@ua400.org)



**Dan Julius**  
Steamfitter  
Instructor  
[\(920\) 462-5920](tel:(920)462-5920)  
[dan@ua400.org](mailto:dan@ua400.org)

### Other Important Phone Numbers:

Benefit Plan Administration (Health/Pension/401K): [1-866-562-4004](tel:1-866-562-4004)

Apprenticeship Office (OMS): [920-734-3148](tel:920-734-3148)



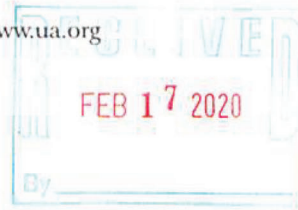


**United Association** of Journeymen and Apprentices of the  
Plumbing and Pipe Fitting Industry of the United States and Canada

Three Park Place • Annapolis, Maryland 21401  
(410) 269-2000 • Fax (410) 267-0262 • <http://www.ua.org>

Mark McManus  
General President  
Patrick H. Kellett  
General Secretary-Treasurer  
Michael A. Pleasant  
Assistant General President

General Office File Reference: GP/GST



February 10, 2020

We are pleased to introduce you to a new **United Association Free College Benefit** that is being offered as an additional benefit to our members and their families. As you know, The United Association has always supported and prioritized education for our members and has strongly advocated for promoting affordable tuition for working families.

Today we are introducing our members and their families to a way to work toward obtaining a college degree for **free**! We have partnered with Eastern Gateway Community College to offer you this great opportunity. Eastern Gateway Community College is a public, non-profit, regionally accredited school that offers UA members and their families a path toward obtaining an Associate degree.

All course work is done online, and there is no out-of-pocket cost to you for tuition, fees or books. Through our partners at Union Plus, the **United Association Free College Benefit** combines PELL or other federal grants with employer reimbursement, then covers any remaining costs for your tuition, fees and online books. All students must complete the Free Application for Federal Student Aid (FAFSA), but even if you are not eligible for any federal or employer grants, there is absolutely no cost to you, the member, and you will never be asked to take out any loans. Perhaps best of all is that the **United Association Free College Benefit** is available to you, your spouse, your children, grandchildren, stepchildren, step grandchildren, parents, siblings, sons and daughters-in-law, as well as other financial dependents.

Over half of all college students choose community college to begin their higher education. The courses offered are regionally accredited and transferable, and the college will work with your Institution to ensure that any previous college work or relevant work or military experience counts toward your degree.

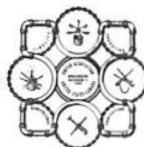
A very important aspect of this benefit is the support you will receive. When you call, you will be assigned a staff member who will guide you through the process of applying and assist you in signing up for your courses. Everyone at Eastern Gateway Community College is focused on helping UA members achieve their personal education goals on their schedule and at their own pace.

I urge you to take advantage of this exciting new benefit. Call the **UA Free College Hotline** at 888-590-9009 or log on to [www.UnionPlusFreeCollege.org](http://www.UnionPlusFreeCollege.org) to find out more.

Fraternally yours,

Mark McManus  
General President

Patrick H. Kellett  
General Secretary-Treasurer





Plumbers and Steamfitters  
Local 400  
2700 Northridge Drive  
PO Box 530  
Kaukauna, WI 54130-0530  
920-462-0400  
800-239-1552



Fond du Lac  
460 W 11th Street  
Fond du Lac, WI 54935  
920-921-6490  
877-921-6490

PRESORTED  
STANDARD  
US POSTAGE PAID  
MANITOWOC WI  
FRICKE PRINTING  
SERVICE



Find Us On Facebook!



Local 400:

<http://www.facebook.com/ua400.org>

and the Local 400 Training Department:

<http://www.facebook.com/UaPlumbersAndSteamfittersLocal400TrainingCenter>

## Upcoming Union Meetings

[All meetings are held at the Kaukauna Union Hall and begin at 6:30 pm]

### Regular-Special Meetings:

March 18, 2020

CANCELLED due to COVID-19 Virus

April 15, 2020

- Nomination & Election of Delegates for Wisconsin Pipe Trades Convention (June 3 - June 5)
- Discussion on Proposed Wage Rate Allocation

May 20, 2020

- Vote on Wage Rate Allocation

### Regular Meetings:

June 17, 2020

July 15, 2020

(6:00 short meeting w/brat fry)

August 19, 2020

Meetings are open to all active and retired Local 400 Members