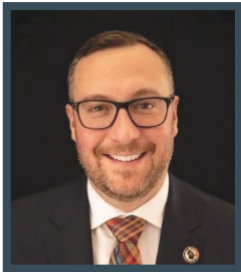


## **FROM THE BUSINESS MANAGER**



Brothers & Sisters,

Happy Holidays to you all—sending warm wishes for a relaxing holiday season with you and your loved ones.

Looking back on this year, the pandemic has presented many unprecedented challenges. For example, working with our contractors to keep our members protected and healthy while on the job was priority number one. Secondly, making sure members affected by COVID-19 had the resources and information they needed to receive vital pandemic benefits. Lastly, utilizing technology to virtually conduct meetings and communicate with our staff, trustee boards, and membership.

Overall, we successfully worked through these unique challenges and kept Local 400 members busy. In fact, 2020 has proven to be one of the busiest years on record as we are on pace to exceed 3 million man-hours! Looking forward to 2021, there continues to be a steady supply of upcoming projects available for our members.

I want to recognize all our jobsite General Foremen, Foremen, and Stewards for their jobsite leadership throughout 2020. Their professionalism on the job is what kept our contractors and membership in good standing with our customers. THANK YOU for continuing to encourage fellow members to remain safe, healthy, and professional while on the job.

As we look to the new year, we are still working on securing a large space to hold in-person, socially distanced union meetings. Once that location has been determined we will share the details. In January, the office will start implementing new software and processes that have become outdated. The Market Recovery Fund will introduce a new project called the “Hot Sheet”. The “Hot Sheet” will provide contractors with a pre-vetted listing of projects for them to bid. This is a more strategic approach, with the goal of increasing our market share. Additionally, we plan to implement a more streamlined contractor application process in which we can track important project information that will aid in our decision-making process. Lastly, the union office will be upgrading to a cloud-based server system as well as an accounting software update. Staying current with modern technology and software solutions is necessary to keep pace with our rapidly evolving industry.

The officers of the local will review financials and determine if increasing union dues in 2021 is necessary. Because of our past work history, we are in a position to generate capital from our reserves rather than from our members. By doing so, we may be able to reduce the percentage needed for dues check-off. We will learn more on this as we progress into wage allocations in June.

In 2019, the Foundation Trustees drafted a 10-year strategic plan for the training center. Due to the pandemic, the plan was put on hold in 2020; however, planning will begin early 2021 to discuss a phased approach to a building remodel and expansion. Phase 1 will tentatively start in 2022 and focus on classroom upgrades as well as hall remodels. A more substantial Phase 2 would occur around 2026 and incorporate another building expansion. This strategy supports the idea of keeping pace with the industry and continued growth of market share. All of this will be discussed and voted on by the membership once we return to meeting in person. The Local 400 membership has always been proactive and willing to reinvest in the organization and our future. This plan will continue that tradition and keep LU 400's training center the epicenter for Pipe Trades in Northeast Wisconsin.

This spring we will begin the collective bargaining process. A solid contract not only considers what is best for our members, but it also includes what is best for our industry and market share. The Local 400 Negotiation Committee will have its first meeting at the end of January. Another membership survey can be expected around the Feb-March timeframe. The following Local 400 members will represent the membership at the negotiation table: Dave Brazalle, Dave Klump, Kirk Rademaker, and Sam Warpinski. Feel free to contact any of them with your input on the upcoming negotiations.

Thank you to the great staff here at Local 400 for their hard work and dedication to the membership. Thank you to our retirees, for their lifelong commitment and contributions to Local 400. Congratulations to all our newly retired, newly indentured, and newly graduated apprentices! I am honored to serve as your Business Manager.

*Continued on page 2...*



*...Continued from page 1*

My thoughts and sympathies go out to the family of Lowell Duenweg. His loss is tragic. Lowell touched so many of us with his one-of-a-kind sense of humor and witty responses. His family will always be in our memories. We look forward to celebrating Lowell with his family at the upcoming "Lowell Duenweg Local 400 Sporting Clay Shoot" this spring.

In closing, please continue to wear a mask, wash your hands, practice social distancing as best as possible on the job, at home, or at the union hall. By doing so, not only are you keeping yourself and your family healthy, but you are keeping your fellow brother/sister and their family safe and healthy too!

Fraternally yours,  
Trevor J. Martin

## **ASSISTANT BUSINESS MANAGER REPORT**



The year is coming to a close, and the local had another great year as far as working hours are concerned. Green Bay Packaging has been the bell cow this year with us having to bring in over 300 travelers to help us man it. There continues to be plenty of work being bid by our contractors, and provided they get

the jobs, there will be plenty of work through the next year. Although the pandemic has been a pain, we have been fortunate to remain essential and not forced to stay at home completely. Losing the overtime arbitration was the low point of the year, but we will make it through that as well. The other disturbing thing has been not having in person union meetings. Trust me when I tell you, the entire office staff wants them to start back up and running soon, and Business Manager Trevor Martin is working on it as this newsletter goes out. When we are able, I hope to see you there as this upcoming year will be contract year, and the more members that attend the meetings the better our contract will be. 2021 will also bring The National Convention, By-law reviews and changes, and nominations/elections to vote on the delegates for the Wisconsin Pipe Trades Convention. These will all take place between January and April with voting on the contract to follow. As I said, it will be a busy year, and I hope you will take time to attend meetings and give us your feedback so we can make it the best year the local has had!

### **Community Service**

This year was tough on community service with the pandemic. We did however have several folks step up and volunteer when needed. Tim Sokoloski and Tom Dokey

both stepped up in the plumbing area when needed and both volunteered several hours. I hope that this upcoming year we will be able to do more than just two projects. If that is the case, I hope you will consider volunteering as well.

Heat's On was canceled this year, but we did have a couple of houses that needed to be checked out and have the furnaces either repaired or replaced. Bob Stammers and Brad Hagens stepped up and helped Business Agent Travis Martin with those projects. Hopefully, next year we will be able to go back to servicing 60 to 80 homes!

### **Bay Ship**

Up at the shipyard, our marine pipefitter brothers continue to push forward. We had an arbitration for them as well this year and came out on top with that one. We are currently trying to figure out how we are going to inject young fitters into their aging work force and hope to have some answers in the near future. The seniority list up there shows us losing the vast majority of our experienced leaders in the next 5 years, and we need to be sure to have the next group of fitters up there trained and ready to take the torch from the guys that will be retiring.

I would like to congratulate all those members who retired from Local 400 this year!

I hope you and your family have a very Merry Christmas and a Happy New Year!

In Solidarity,

Doug Dokey

## **Information Update!**

As we start the new year, we would like to take this opportunity to remind you to update your personal information on file at UA Local 400. Please note: the information we have on record is provided by you; should you have an update in information, BPA and/or your Contractor are not responsible for updating your records with UA Local 400.

Local 400 utilizes electronic correspondence to keep our members informed regarding general information, events, Training Department updates, etc.



Scan the QR Code to complete the form.

## **BUSINESS AGENT REPORT**



Greetings Brothers & Sisters,

December is already upon us along with much cooler temperatures. I hope you and your families have had a healthy and safe autumn season to date. Current workload in our jurisdiction has remained strong, and as a result, has kept our number of members unemployed to a minimum. I would like to extend a vote of thanks to the UA members who have traveled into Local 400 and have assisted us and our contractors with manning our work. On-time project completion would not be attainable without the help from these fellow members. As we move forward, the first quarter of 2021 will bring new opportunities for Local 400 and its membership. Current ongoing jobsites will be calling for additional manpower; in addition to that, there are a few nice sized projects that will be breaking ground starting in late spring and into the early summer months.

### **Legislative News**

With the 2020 General Election vote behind us, at a national level it appears we will have new leadership in the offices of U.S. President and Vice President. The electoral college is set to convene and cast their votes for President and Vice President on December 14<sup>th</sup>, with formal inauguration scheduled for January 20<sup>th</sup>. Control of the U.S. Senate continues as there will be two special elections held January 5<sup>th</sup> in the state of Georgia. Currently, the Republicans hold a two-seat advantage (50-48) over the Democrats, so a tie in the Senate is not out of the question. The Democrats have retained control of the U.S. House of Representatives.

Here in Wisconsin, both houses are largely controlled by the Republican party. State Senate districts that overlap Local 400's jurisdiction are all held by a Republican Senator. The view at the Assembly level is much the same except for three Assembly seats held by a Democrat. Senate district 13 (Dodge County) and Assembly district 89 (Brown, Marinette & Oconto Counties) will have a special election to be determined at a later date.

I hope everyone took advantage of the opportunity to exercise your right to vote. Going forward, we have a few months to hit the reset button as the Wisconsin spring election is scheduled for April 6<sup>th</sup>.

### **Projects Outlook**

Looking ahead, it appears 2021 has the potential to be a strong year for construction in Northeast Wisconsin. Listed below is only a snapshot of some of the construction projects on the horizon for next year in our jurisdiction. Hopefully, our signatory contractors can secure these projects and others.

Project	Location	Estimated Value
Four Story Apartments	Neenah	\$27 Million
Fincantieri	Sturgeon Bay	\$10 Million
School District	Neenah	\$155 Million
Bio Digester	Wrightstown	\$60 Million
Legacy Hotel	Green Bay	\$20 Million
School District	Fond du Lac	\$40 Million
Medical Offices	Appleton	\$20 Million
School District	Marinette	\$30 Million
Residence Hall	Lakeland University	\$26 Million

### **Local 400 Recruitment**

We continue to have individuals report to the weld shop here in Kaukauna for weld evaluations and skills testing. Fortunately, a few of these candidates have done a nice job of proving proficiency in the weld both. Recently, we have added to our ranks a few HVAC service technicians and Wisconsin state licensed plumbers. That said, we continue to have a need for additional plumbers. If you know of an individual looking to make a change or join the Local, please have them contact myself or the front office.

In closing, 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 the Local. Enjoy your much-deserved time away from work, you earned it.

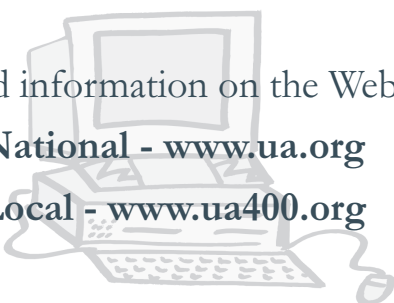
I wish all our members and their families a safe and Merry Christmas and a prosperous New Year.

In Solidarity,  
Dustin Delsman  
Local 400 Pipe Trades Business Agent

Find information on the Web!

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

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





## BUSINESS AGENT REPORT



Brothers and Sisters,

I hope this newsletter finds everyone well. For those of you that did deer hunt, I am glad you were able to get outdoors, hopefully enjoy it, and got that deer you were chasing. As we all know in Wisconsin, more winter sports will be on the way soon.

By the time you receive this newsletter we will have celebrated Thanksgiving Day, I hope everyone had a safe and well-deserved holiday. Christmas and New Year's Day will be upon us soon; enjoy your time with family and loved ones as much as you can.

COVID-19: I am going to keep it very brief. Stay safe, protect yourself and your loved ones, and respect each other no matter what opinion you have of the virus.

The first of September I took over the responsibility of Referral Agent and Market Recovery. I enjoy the opportunity to help our members find jobs. I want to thank Doug Dokey and Travis Martin for all the help when things go full throttle. If you get laid off, make sure you call the layoff line to get back on the list so we can get you back to work. As I have talked to several of our members when they

call in, we have many different aspects of our trade here at Local 400; the more you can do, the more work opportunities you will have. We have some of the best facilities and instructors in the United Association, so take advantage of it and get as many certifications as you can. Green Bay Packaging may be the biggest job some members ever see in their career, and I hope we have more like it! Thank you to all our members and travelers that did quality work on the new machine. There is still some work to do, but several contractors are close to finishing their phase of the machine. Hopefully Local 400 members and contractors will be doing the required maintenance for many years to come.

Under the direction of Business Manager Trevor Martin, we have been very aggressive in Market Recovery trying to fill in some of the work voids that will be left when the new machine is complete. Let us hope that aggressiveness will get our members future work and more job opportunities.

In regards to the Presidential Election, respect each other no matter how you voted. Hopefully, all Local 400 Brothers and Sisters can now move forward united! We have too many outside forces that try to tear us apart; please don't allow anyone from within to do it.

In Solidarity,  
Rob Kosky

### 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  
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 U.S.

© 2020 Morgan Stanley Smith Barney LLC. Member SIPC.

BC008 CRC3147129 07/20

## FREE COLLEGE INFO SESSIONS

**Your Free College Benefit Just Got Better...Come Find Out Why!**

### Monday, December 21st @ 7:00 PM

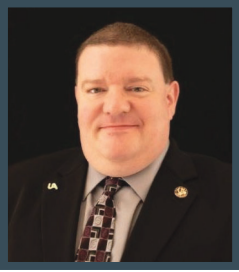
To register for these events please click on the date below!

FURTHER  
YOUR  
EDUCATION

YOUR  
PREVIOUS  
EDUCATION  
&  
EXPERIENCE  
COUNTS

NO COST  
TO  
UNION  
MEMBERS

## **TRAINING COORDINATOR**



Brothers and Sisters,

I hope everyone had a safe and successful hunting season.

I am hopeful that with the COVID vaccine, we are seeing a light at the end of the tunnel and can expect to get back to normal soon. That said, we are still holding classes with all COVID precautions still in place. I would like to thank all our instructors for the hard work that they have been putting in to get us through the COVID outbreak from instructing extra nights to new instructors coming aboard. We could not have done this without you! If you have any questions, comments, or ideas on

how to improve the UA Local 400 Training Department, please contact me. We are always looking for new ideas and willing to try them out!!!!

### **Plumbers Continuing Education**

We now have a set schedule for Plumbing Continuing Education. Every month on the second Wednesday there will be 3-hour Plumbers Continuing Education Classes. Some classes are 6 hours and will be on the second Tuesday and second Wednesday of each month. Also, Plumbers Continuing Education Classes will be offered at the Fond du Lac Training Center on the first Wednesday of each even month. You can access the list of 2021 Plumbing Continuing Education classes that are being offered on the Local 400 Website or you can scan one of the CE Class Listing QR Codes below. If you are interested in any of these classes, you can scan the CE Class Sign-Up QR Code below or contact Scott Wenger or Ashley Thompson. It is very important that you contact us to sign up for a class. If we do not have at least 4 members signed up for these classes, they will be cancelled.



2021 Plumbing Continuing  
Education Sign-up



2021 Kaukauna  
CE Class Listing



2021 Fond du Lac  
CE Class Listing

### **Certifications**

We keep a running list of certification class sign-ups. If anyone is interested in being on the list or signing up for any of the following certification classes, please contact Scott Wenger or Ashley Thompson: *Instrumentation, Backflow/Cross Connection, OSHA 30 Construction Safety, UA/MCA Foreman, EPRI Rigging, Medical Gas, NCCCO Signalperson, EPRI Basic Valves, and EPRI Advanced Valves.*

### **OSHA 30**

Don't forget that per our current collective bargaining agreement, you need to have a valid OSHA 30 certification by May 30<sup>th</sup>, 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 both in person and online OSHA 30 classes that you can take at your own pace. If you are interested in any of the OSHA 30 classes that we are offering, you can scan the QR Code below, or contact Scott Wenger or Ashley Thompson.



OSHA 30 Class Sign-up

### **On-Line AutoCAD Class**

The Local 400 Training Department is offering an On-Line AutoCAD class. This class can be done at your own pace but must be complete within in one year of when the class is started. The cost of the class is \$70.00 which will be reimbursed to you once you finish the class. If you are interested in taking this class or if you have any questions, please contact Scott Wenger for more details.

*Continued on page 6...*

...Continued from page 5

### Upcoming 2021/2022 Classes

All of our class schedules for the upcoming school year are listed on our website (www.ua400.org) by April 19<sup>th</sup>, 2021. You will be able to sign up for these classes starting on May 3<sup>rd</sup>, 2021. If you want a copy of the class schedules sent to you, please contact Scott or Ashley and we will e-mail or mail you a copy of the class listings. 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.

If you are interested in taking any of the classes or tests listed below, please contact Scott Wenger or Ashley Thompson to be put on a list that will be notified when the class is available: *Building Trades Test, UA Star Test, Job Steward Class, Aluminum Welding, Orbital Welding, and Sub-Arc Welding.*

### Happy Holidays

I would like to wish a very Merry Christmas and a Happy New Year to you and your families. Travel safe and remember Union Meetings are the third Wednesday of every month. I hope to see you there!!!

Fraternally yours,  
Brother Scott Wenger  
UA Local 400 Training Coordinator

## RETIRED, DECEASED AND 50-YEAR MEMBERS

December 15, 2020

### RETIREES

<u>Last Name</u>	<u>First Name</u>	<u>Retirement Date</u>
Dellger	Jack	10/1/2020
Keepers	Kevin	10/1/2020
Oesterreich	Kirk	11/1/2020
Salscheider	Michael	10/1/2020

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>
Goelz	Richard	10/6/2020
Kapalin	Jerry	10/10/2020
Katt	Robert	10/24/2020
Delcore	Edwin	11/8/2020
Callies	Richard	11/20/2020
Adelmeyer	Robert	11/29/2020

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>
Coenen	Carl	11/2/2020

Congratulations Gold Card Members!

## Minimum Union Dues

The dues rate schedule effective January 1, 2021 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 2021*)
	<u>Retired</u> Members who have not reached Age 62 (including Retired Disabled).	\$31.00 per month (same as active members)
<b>Active</b>	<u>Active</u> Members (Non-Working Dues) who have reached Age 65 by 12/31/2020.	\$24.00 per month
	<u>Active</u> Members (Non-Working Dues) who have not reached Age 65 by 12/31/2020.	\$31.00 per month
	Bay Shipbuilding Active Members	\$32.00 per month

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

## **BUSINESS AGENT REPORT**



Hello Everyone!

To start out, I hope you all had a great Fall season and Thanksgiving. From what I saw on social media, many of our brothers and sisters had a successful hunt too! It is great to see that our members found time to get outdoors and enjoy the Fall season.

Starting September 1<sup>st</sup>, I moved out of referral duties, and Business Agent Rob Kosky started his rotation on referrals and Market Recovery. Since then, I have been busy making fab shop and jobsite visits. Some of our members have mentioned it is the first time they have seen an agent on the job, and I plan for those visits to continue. Along with the jobsite visits, the other business agents and I are actively out “policing” UA 400 work in our jurisdiction.

The work outlook for 2021 remains good. There are several projects that will be coming out of the ground in spring, and our members will likely be doing a lot of that work. Most fab shops are reporting steady work through the winter months, with a few shops reporting increased backlogs of work, and that is great news!

Another item to mention is the importance of communication. Local 400 has kept everyone informed with the use of text messaging, informational virtual meetings, and the Local 400 website. Please make sure you are on the text messaging list and have a member login to the Local 400 website to receive the most up to date information. Text messaging is the quickest and most efficient way to get information to our members, especially on short notice! Not on the text message list or do not have a website login? The Local 400 Office Professionals can assist you in getting those. As said in the past, please call me to review your certifications and skill set so it is also up to date!

### **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”.

Looking Back on 2020, the tragic loss of Brother Lowell Duenweg, COVID-19, and an intense national political climate have been challenging for all of us, but we all have a lot to be thankful for too. We have had near full employment through a pandemic, apprenticeship training has continued, and Local 400 has been able to continue working for you. With the holidays fast approaching, do not forget those less fortunate in our communities. Please consider donating to a food or toy drive in your area. Any help, especially this year, will be greatly appreciated.

In closing, I wish everyone a safe and Joyful Holiday Season, a Merry Christmas, and a Happy New Year!

In Solidarity,  
Travis L. Martin

### **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)



## LOCAL 400 HEALTH FUND



### Plan's Funded Status

As of September 30, 2020, the Fund had a "Gross Month Reserve" (considers all assets in the Fund of \$74,531,514) position of 39.10 months (36.0 months as of September 30, 2019) compared to a "Net Month Reserve" (excludes

Member Dollar Banks and Incurred But Not Reported Claim assets) position of 27.0 months (23.2 months as of September 30, 2019).

The average monthly expenses for the period October 1, 2019 through September 30, 2020 were \$1,907,850. This compares to the average monthly expenses for the period October 1, 2018 through September 30, 2019 of \$1,899,950. This is an increase of 0.42%.

### Wellness Program

Effective May 1, 2020, the Wellness Program's requirements are suspended. Accordingly, Wellness Program charges for participants and dependent spouses currently in effect will be waived for the remainder of Calendar Year 2020. Further, the Wellness Program's testing and coaching requirements for the current wellness year of July 1, 2019 through June 30, 2020 will not apply, and no surcharges will be assessed related to the Wellness Program during Calendar Year 2021.

The Wellness Program section on page 46 of your SPD is revised to reflect these changes by adding the following as a new second paragraph:

Effective May 1, 2020, the Wellness Program's operations are temporarily suspended. For participants and spouses subject to Wellness Program surcharges for Calendar Year 2020 (related to the sixth wellness year of July 1, 2018 to June 30, 2019) will not apply for May 2020 through December 2020. Further, participants and dependent spouses will not be required to complete biometric screenings with acceptable results or related coaching for the seventh wellness year of July 1, 2019 through June 30, 2020. Because these requirements will not apply for the seventh wellness year, no penalties will apply for Calendar Year 2021.

Effective July 20, 2020 the Trustees elected to move the Wellness Year to a calendar year basis. Since the Wellness Program is currently suspended through December 31, 2020, the Trustees elected to move the 8<sup>th</sup> Wellness Year to January 1, 2021 through December 31, 2021. Eligible participants will be able to complete their coaching for the 8<sup>th</sup> Wellness Year through March 31, 2022 and the

Surcharge (if applicable) will be applied for the period June 1, 2022 through May 31, 2023.

The Trustees have elected to make changes to the Wellness Program due to COVID-19 and comply with the CDC guidelines and apply social distancing.

### Coverage for COVID-19 Testing

Effective March 1, 2020 and ending when the Federal Government declares the end of the COVID-19 National Emergency, the Plan will provide 100% coverage of qualifying COVID-19 testing and 100% coverage of related office visits (including telehealth visits), urgent care visits and emergency room visits that result in a COVID-19 test, consistent with the requirements of the Families First Coronavirus Response Act.

New language is added to the Schedule of Benefits to reflect this change:

COVID-19 Testing (effective from March 1, 2020 until the end of the COVID-19 National Emergency)	
Qualifying COVID-19 Testing	100%
Office Visits (including Telehealth), Urgent Care Visits, and Emergency Room Visits that result in a COVID-19 test	100%

Additionally, a new subparagraph (30) is added to paragraph (m) Covered Charges in the Covered Expenses Section under Comprehensive Major Medical Benefits to read as follows:

(30) COVID-19 virus testing, if for in-vitro diagnostic testing that is authorized by the FDA, and the related costs incurred during an office visit (including a telehealth visit), urgent care visit, or emergency room visit that results in a COVID-19 test. Coverage applies without regard to whether the test is provided in-network or out-of-network and no prior authorization or medical management requirements will apply to the qualifying COVID-19 testing. Coverage will be provided consistent with the Families First Coronavirus Response Act and related guidance.

### Short-Term Disability Benefits

Effective March 19, 2020, the Plan will waive the elimination period for disabilities resulting from a positive COVID-19 diagnosis. In addition, the Plan will consider participants to be disabled if required to quarantine due to COVID-19, provided the participant submits evidence of the need to quarantine, which may include documentation from the Centers for Disease Control or a physician.

*Continued on page 9...*



...Continued from page 8

### Eligible Medical Expenses for Reimbursement

Effective January 1, 2020, qualifying over-the-counter medications and products, as well as menstrual products, are available for reimbursement through the Plan's HRA Account within the Dollar Bank Reimbursement Program, without a prescription, consistent with the Coronavirus Aid, Relief and Economic Security ("CARES") Act.

The **Dollar Bank Reimbursement and Transfer Programs** Section, in the subsection describing **Expenses Eligible for Reimbursement** is revised by amending the bullet point addressing over-the-counter medications to read:

- Qualifying over-the-counter medications and products  
This same subsection is amended to add a new bullet point reading:
- Menstrual products  
Finally, the subsection listing **Expenses Not Eligible for Reimbursement** is amended by deleting the following bullet point:
- Over-the-counter medications without a prescription, except insulin.

### Anthem LiveHealth Online Telehealth Program

Effective August 1, 2017, the Plan has been providing telehealth services through Anthem's LiveHealth Online program, at no cost to you.

To register and utilize Anthem's LiveHealth Online program, you can visit the website at: <https://livehealthonline.com>. If you have questions regarding LiveHealth Online, you may contact Anthem at 1-888-LiveHealth (1-888-548-3432).

### 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

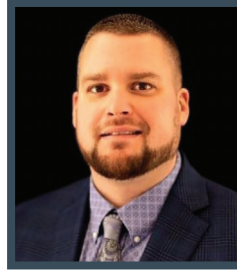
Should you have any questions regarding the Local 400 Health Fund, we ask that you submit them to [jimh@bpawi.com](mailto:jimh@bpawi.com) and we will respond in the next newsletter.

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

Have a Safe, Healthy and Enjoyable winter!

James Hoppe  
Administrative Manager

## **WELDING COORDINATOR**



As winter is fast upon us, I hope you all took the time to enjoy the fall, and to all the hunters, I hope you had success.

Our fall semester night school classes in the weld shop have come to an end, and I would like to thank all the instructors for a job well done and

taking the time to teach. I hope all that attended classes got as much from their time as possible. If you are interested in obtaining a UA weld cert, be sure to inquire with myself or Jeremy Meyers to sign up for a weld test date that works with you schedule. This year, Jeremy and I took the WI State Weld Test Conductor Certification Examination to aid the membership and our contractors with Structural Weld Testing. If you are interested in taking a Structural Weld test, you do not have to wait for a UA Weld Test Session. Members or signatory contractors with UA400 member employees can set up appointment for WI Structural certification with us.

Upcoming weld test dates are as follows: December 12<sup>th</sup>, January 9<sup>th</sup>, February 13<sup>th</sup>, March 13<sup>th</sup>, April 10<sup>th</sup>, and May 8<sup>th</sup>. A reminder to all members in need of keeping up on your welding or brazing continuity, do not let your certs expire. If you are not currently working and need updating, stop in and perform to maintain continuity.

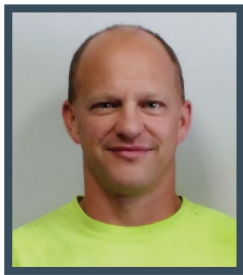
The AWS is hosting a CWI seminar and exam in Milwaukee. It is currently scheduled for January 24-29, 2021. The exam will be January 30<sup>th</sup>, 2021. Visit [AWS.org](http://AWS.org) for information regarding registration, or if you wish, contact me and I will try to help you with the process.

Wishing everybody and their families a Happy Holiday.

Best Regards,  
Matt Stoop  
Welding Coordinator



## **STEAMFITTER INSTRUCTOR**



Hello brothers and sisters,

I hope this finds you well. I would like to thank you all for the patience you have shown through all the adjustments because of COVID-19. School is going as well as could be. We are currently doing a blended type of class, meaning half the class is in person and the other half is virtual. Every other class the apprentices switch so that they are in class at least once a month. As this is less than optimal, it appears to be the best solution, and seems to be working well. The frustration level is much lower than I anticipated, so thank you to the apprentices for being flexible and adapting with the training department. The improvements done over the summer to the classrooms have really made the difference in making the online learning work; thank you all for that. If you are not familiar with the improvements that were made, they include a large touch screen tv instead of a projector/white board and a long-distance learning cart that is essentially an office on wheels. When combining the two items, they act as a video calling system in which the home viewer can see what we are doing in class. Through the holidays and the coming semester, the plan for day school will continue to follow this pattern. I wish you all a Merry Christmas and Happy New Year.

Fraternally yours  
Dan Julius

## **THE ORGANIZERS CORNER**



Hello brothers and sisters, I hope you have a Merry Christmas and a Happy New Year's, and you and your family are remaining healthy in these crazy COVID-19 times. I honestly believe that in 2021 life will start returning to normal.

First, I want to let everyone know that the Wisconsin Pipe Trades is probably going to be hiring another organizer in the spring of 2021. We must see what the financials look like in the beginning of the year first. If things continue to look good, we will be interviewing sometime late winter or early spring. If you have any interest in this position, please let Trevor Martin or any of the Local 400 Business Agents know, and they can keep you informed on any updates on this position.

Work has stayed steady in Local 400 this last year, and we are extremely fortunate considering the crazy pandemic we are all dealing with. However, we still have needs for plumbers

in Local 400 and statewide. We continue to talk to non-union workers as well as doing statewide mailings to all the non-union Wisconsin licensed plumbers in the state, but we can still use your help. If you know anyone that is a licensed plumber or if you are on a jobsite where the plumbers are non-union, please talk to them and tell them about the advantages of being a union member of Local 400. Feel free to give them my name and number or have them contact any Local 400 Business Agent; we greatly appreciate any help you can give us. We need to continue to control the skilled workforce and by doing so we will control the market share.

I want to conclude my report on talking about everyone's favorite subject: politics. I know that this last year divided a lot of members and families and that some members were upset about the UA endorsing President Elect Joe Biden. For those of you that weren't able to join the town hall meeting with UA General President Mark McManus, I hope that you have seen the comments that Joe Biden made on November 16<sup>th</sup> when he met with union leaders and CEOs. President Biden said, "I want you to know I'm a union guy....and that's not anti-business.... Unions are going to have increased power in a Biden administration." I personally am happy to have a president in the White House that is not afraid of saying the word UNION. I hope we can all look past any differences of opinion we may have on the political subject and continue to look out for our fellow union brothers and sisters.

Please continue to be safe and hopefully we will be seeing each other in person soon.

Kyle Croft  
WPTA Lead Organizer

### **What does your union do for you?**

- **Negotiates contracts**
- **Handles your grievances**
- **Polices your contract**
- **Gives you job protection**
- **Organizes signatory contractors**
- **Organizes unorganized workers**
- **Provides Apprentice Training and Continuing Journey level education**
- **Negotiates pension and health care benefits**
- **Provides a better family future**
- **Fights for laws favorable to working people**
- **Supports worker-friendly candidates**

**Provides Strength in numbers and  
a spirit of unity and solidarity**

## LOCAL 400 DEFINED BENEFIT PENSION PLAN

### Recent Investment Performance

As of October 31, 2020, the Plan held total assets of \$183,976,347. The Plan had an actual investment return of 0.40% for the 10-months ending October 31, 2020. This compares to the assumed actuarial rate of return of 5.80% for the same time period.

### Ask the Administrative Manager

Should you have any questions regarding the Local 400 Defined Benefit Pension Plan, we ask that you submit them to jimh@bpawi.com and we will respond in the next newsletter.

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

## 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 October 31, 2020, the Plan held \$292,856,877 in assets. The Plan had an actual investment return of 1.50% for the 10-months ending October 31, 2020. This compares to the custom benchmark of 2.80% for the same time period.

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

As of September 30, 2020, the Plan held \$50,174,157 in assets. As of October 1, 2020, 815 members were actively deferring into the Plan. That's an increase of 43 participants from July 1, 2020. Of the 815 members actively deferring into the plan, 109 of them are deferring post-tax "Roth" hourly deferrals. The next enrollment period is January 1, 2021. 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 December 10<sup>th</sup>.

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

### Addition of "Roth" Deferrals – 401(k) Plan

Effective January 1, 2020, the Trustees of the Plumbers and Steamfitters Local 400 and MCA of North Central Wisconsin Profit Sharing/401(k) Plan added a "Roth" deferral contribution to the Plan. A Roth deferral contribution allows for "after-tax" contributions versus the Traditional "pre-tax" contributions.

*Continued on page 12...*

### Lay Off List Reminder:

If you want to be referred out, you need to call the hall and let the referral agent know you have been laid off. It is ultimately YOUR responsibility to let us know you have been laid off.

Referral Line: (920)462-5923

You can leave a message on the referral line or call the hall and ask for the current referral agent. There is not one designated agent for referrals, so it will change throughout the year!



...Continued from page 11

The following is an illustration of the payroll differences between the Traditional (pre-tax) and Roth (post-tax) methods.

	Traditional (Pre-Tax)	Roth (Post-Tax)
Annual Wages	\$50,000	\$50,000
\$1.50 Pre-Tax Deferral (Based on 2,000 hours worked)	-\$3,000	\$0
Annual Taxable Wages	\$47,000	\$50,000
Social Security/Medicare	-\$3,825	-\$3,825
Less Federal and State Taxes (Based on a Single Participant with 2 Allowances)	-\$6,245	-\$6,995
\$1.50 Post-Tax Deferral (Based on 2,000 hours worked)	\$0	-\$3,000
Net Annual Wages*	\$36,930	\$36,180

\*Calculations assume same contribution rate/amount whether Traditional or Roth. Switching to Roth may cause a drop in your take home pay.

Please note the annual maximum deferral amount for calendar year 2021 is \$19,500 if you are under age 50 or \$26,000 if you are age 50 or older at any time during 2021. You do have the ability to elect both Traditional (Pre-Tax) or Roth (Post-Tax) deferral contributions. Please note the annual maximum deferral amount is based on the combined (Traditional and Roth) deferral contributions.

You may contact the Administrative Office for an election form, or download the form on the Fund's website [www.bpalja.com](http://www.bpalja.com). In the Client Login section, the username is **local 400** and the password is **pands400**. You may enroll in the Plan or change your deferral amount each January 1, April 1, July 1 and October 1. Election forms must be received by the 10<sup>th</sup> of the month preceding the calendar quarter. **Please be sure to complete both the "PRE-TAX AMOUNT" and "AFTER-TAX ROTH AMOUNT" sections of the form as this new election will replace any prior elections you submitted to the Administrative Office.**

#### 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 Contribution Pension or 401(k) Plan, we ask that you submit them to [jimh@bpawi.com](mailto:jimh@bpawi.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!

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, Healthy and Enjoyable winter!

James J. Hoppe  
Administrative Manager

## **YOUTH APPRENTICESHIP REPORT**



Greetings from your Youth Apprenticeship Coordinator!

The Youth Apprenticeship Program has changed so much from what it looked like to what it is today due to the COVID-19 pandemic. My main responsibility used to be out publicly promoting the program, but as many other events, a lot of career fairs were cancelled this year. My time has shifted to online meetings, virtual presentations, communicating with perspective Youth Apprentices and their counselors, teachers, parents, etc., and maintaining our internal applicant database. I feel now is a crucial time to try and show and explain the benefits of the Pipe Trades Youth Apprenticeship Program for the area students. I have found new ways to promote the program and have worked to keep it at the forefront of the educators and students minds as times change with the pandemic.

The schools are currently not letting outside businesses, colleges, or speakers in their door. This has not and will not slow us down in promoting the Pipe Trades to our future work force. Currently, I am packing folders and material to be delivered to ALL our high schools in our jurisdiction. Some of our top high schools in the program will be receiving a 12' "Apprenticeship Careers in the Pipe Trades" banner for their contributing talent.

One of avenues we still provide for the local high schools is the High School Recognition Award. This qualified high school will receive a Pipe Trades Apprenticeship banner and a Miller Welder for their welding classroom.

\*If you know of anyone that is interested in starting their career in the Pipe Trades, simply go to [www.ua400.org](http://www.ua400.org) and click on: Register in our Pipe Trades career portal.

Merry Christmas!

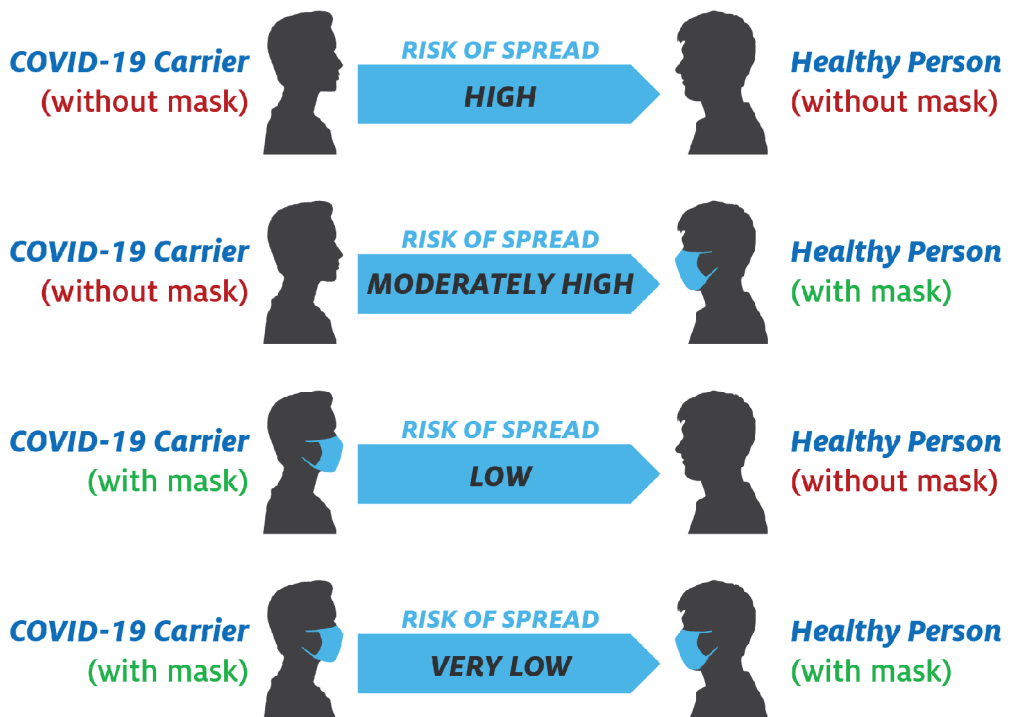
Respectfully,  
Youth Apprenticeship  
Coordinator  
DJ Kloid

### 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<sup>th</sup>, 2021). If you have an OSHA-30 card in your wallet, please e-mail a picture of it to either Ashley ([ashley@ua400.org](mailto:ashley@ua400.org)) or Scott ([scott@ua400.org](mailto: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.

## **WEAR A MASK TO PROTECT YOURSELF AND OTHERS**





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

### Regular Meetings:

January 20, 2021

June 16, 2021

### Regular/Special Meetings:

February 17, 2021 – Nominations for 40<sup>th</sup> UA National Convention

March 17, 2021 – Election for delegates attending the National Convention & Nominations  
for WI Pipe Trades Convention

April 21, 2021 – Election for delegates attending the WI Pipe Trades Convention

May 19, 2021 – Potential Contract Vote

\*The first in-person union meeting will be a REGULAR/SPECIAL Meeting  
to vote on the wage increase from June 2020.

\*\*Depending on the outcome and discussion at the May 19<sup>th</sup> Regular/Special Meeting,  
additional contract vote meetings could be held between May 20<sup>th</sup> through May 29<sup>th</sup>.  
We will let the membership know ASAP should additional meetings be scheduled\*

Meetings are open to all active and retired Local 400 Members