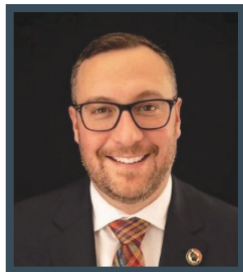


## FROM THE BUSINESS MANAGER



Brothers and Sisters,

Summer is upon us! As I write this, I am happy to report things around our communities and at LU 400 are starting to get back to normal. I am looking forward to this summer and also opening up the Local 400 Training Center back to its traditional capacities and policies.

### Local 400 Contract Negotiations

Over the past 6 months, myself and the Local 400 Negotiation Committee have been meeting, researching, and negotiating on your behalf to secure a new Collective Bargaining Agreement. At our May 19<sup>th</sup> union meeting, the Local 400 negotiation team came to the body with a fully endorsed proposal. The team felt the offer from the employers was fair and acceptable. The proposal checked the boxes for a broad spectrum of members, and that was a big reason the committee gave their endorsement. The membership who attended was in line with the committee's recommendation and ratified the proposal. A HUGE thank you goes out to David Brazzale, David Klumpp, Kirk Rademaker, and Sam Warpinski. I also want to thank our Local 400 business agents. They played more of an active role in this year's negotiations. Over the next two years, I look forward to working with our employers to continue to grow our market share throughout Local 400.

### Quarterly Retiree Breakfast

I am really excited to announce, on July 7, Local 400 will start hosting a quarterly retiree breakfast social here in Kaukauna! Spouses are welcome too. The event will take place the first Wednesday of the quarter from 9AM to 11 AM. To make sure we have enough food and drink for everyone, please RSVP to Lea a week prior to the event. Beyond getting together, we will have speakers at the events to discuss and present on topics relevant to our retirees. Keep an eye out for more information. I'm hopeful this event is well attended and a new tradition is started.

### Referral Committee

This Fall, around the September timeframe, I am looking to form a committee to explore new and updated methods on how the local can more efficiently and with less liability refer its members to work. I'll be looking to get a six-person committee put together with a Business Agent overseeing the work. Like in the past, the committee will give updates at monthly meetings. Any recommended changes will be brought to the floor for membership approval. Stay tuned

for more info as we progress through the summer.

### Health Clinic

My quest continues to find a viable Health Clinic option for the members, spouses, and dependents of Local 400. Recently, I was in LU 23 and toured their clinic and met with their Business Manager about the benefits of their own clinic. We've also been in contact with a local provider, Prevea Health, which has a few options that look promising. Prevea will be presenting at an upcoming trustee meeting and more information will be forthcoming. My fingers are crossed we can find a way to get this done!

In closing, congratulations to our recent retirees! We are forever grateful for your commitment to Local 400 over your career. Congratulations to our new Journey workers! As you transition from trainee to trainer, we lean on you to continue to pass the trade down to our incoming generations. Congratulations to our newly indentured apprentices! I challenge you to maximize your opportunity to gain trade knowledge, and always strive for excellence. I'm excited to start meeting again at the Union Hall, and I truly hope to see as many of you there as possible.

Have a safe and fun filled summer!

Fraternally Yours,

Trevor J. Martin; Business Manager/FST

### Holiday Wage Schedule

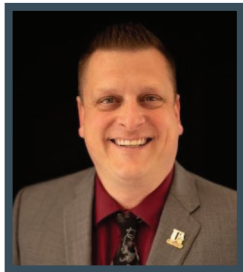
The dates below will be paid as holidays per Section 7.4 of the local collective bargaining agreement:

**Monday, July 5<sup>th</sup> (Independence Day Observed)**  
**Monday, September 6<sup>th</sup> (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.)*

## **ASSISTANT BUSINESS MANAGER REPORT**



I hope everyone has had a safe and fun summer so far this year. Mine has been busy but enjoyable. The work outlook for the remainder of the year is good. We have several large jobs in the field that should generate steady work for the rest of this year and for next year as well.

Although work has been slow locally, we have been able to get upwards of 50 guys out to various locals as travelers. Those travel opportunities continue to come up, so if you would like to go, let us know. If you do go out as a true traveler, you will remain on the list and will be called as long-term local jobs come available.

### **Community Service**

Heat's On will be on Saturday September 18<sup>th</sup> this year. If you have an interest in doing it this year, please contact one of the agents to sign up. As always, we need service techs but can also use fabricators, fitters, and plumbers. We always pair a tech with another trade to do the calls. All apprentices that volunteer to help will receive 8 hours of night school credit plus a good feeling knowing you helped low income elderly folks with their heating system for the long Wisconsin winter. We will provide a small breakfast and a lunch for all those that do volunteer. Heat's On has been taking place for about 30 years now and is our biggest community service project. Last year's event had to be cancelled so this year will most likely be the busiest we've had in years.

### **Good of the local**

Now that the contract has been ratified, the By-laws approved, and the convention elections ran, we plan on looking at the referral procedures. The current referral system leaves a lot of liability on the local, and it is time to move to another style system. We would like to put together a committee to help with the process of implementing the new referral process. If this is something that you are interested in contact us at the hall, and Trevor will appoint a committee based off those that contact us.

At the last union meeting the lead organizer for the Wisconsin Pipe Trades, Kyle Croft, announced that they will be looking for two, possibly three, new organizers. They are looking for a plumber first but would also take any pipe tradesman that is the right fit. Please see the full description and way to apply later in the newsletter.

### **Closing**

Hope everyone has a wonderful summer, and if you need anything please feel free to contact me anytime!

Fraternally yours,

Doug Dokey

## **RETIRED, DECEASED AND 50-YEAR MEMBERS** June 1, 2021

### **RETIREES**

<u>Last Name</u>	<u>First Name</u>	<u>Retirement Date</u>
Collien	Dennis	4/1/2021
Cormier	Michael	5/1/2021
Halverson	Michael	5/1/2021
Krenn	Thomas	6/1/2021
Otto	Richard	4/1/2021
Ropson	Craig	6/1/2021
Rose	Timothy	4/1/2021
Vanderloop	Peter	5/1/2021

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>
Peters	Richard A	3/9/2021
Dekker	Edward	3/31/2021
Parins	Raphael	4/6/2021
Warpinski	Andrew	5/17/2021

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>
Berger	Gregory	4/21/2021
Matuszak	Lawrence	4/21/2021

Congratulations Gold Card Members!

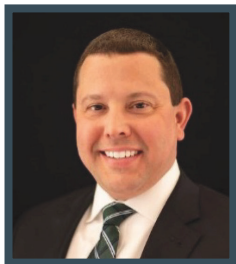
### **Lay Off List Reminder:**

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!

## **BUSINESS AGENT REPORT**



Greetings Brothers & Sisters,

June is already upon us along with some much warmer temperatures and the first day of summer quickly approaching. I hope you and your families have had a healthy and safe spring season to date, the half-way point of 2021 will be here before we know it. We are currently experiencing a slow up-tick in calls for manpower for projects in our jurisdiction. As we move forward, the third quarter will bring new opportunities for Local 400 and its membership. Current ongoing jobsites will be calling for additional manpower; in addition, there are a few nice sized projects that will be breaking ground starting in the next few weeks and into the early summer months.

### **Legislative News:**

For those Local 400 members residing in southern Dodge county, there will be a special election for the 37<sup>th</sup> Wisconsin Assembly seat. This position was made available due to the former assemblyman being elected to the Wisconsin State Senate. The primary vote will be held on June 15<sup>th</sup> with the special election taking place on July 13<sup>th</sup>. Candidates in the race for this open seat are - (8) Republican, (1) Independent and (1) Democrat.

Wisconsin Representative Gary Tauchen has formed and started an integrated energy and carbon infrastructure development team. This group will be working to develop an effective policy to promote on-farm energy, renewable natural gas, improvements in water quality, new income streams, and effective promotion in growing markets. So far, this committee is made up of twenty members from across the state, with Local 400 having the sole labor voice at the table. We have held one meeting to date with the next meeting scheduled to take place later in June or early July. More to come.

Earlier in April, I was fortunate enough to attend and speak on behalf of the membership at one of the Joint Finance Committee (JFC)'s Wisconsin State Biennial Budget public hearings. The ask was that the JFC give budget spending consideration to clean water initiatives, sustainable bio-gas renewable energy infrastructure and vertical construction projects within Local 400's jurisdiction. The budget is supposed to be finalized by July 1<sup>st</sup>; however, it's not unusual for the budget to not be signed until fall.

### **Increasing Membership:**

Over the last few months, Local 400 has grown its membership in the service and maintenance sector of our industry. Multiple signatory contractors have seen

increased manpower needs in this area of our trade jurisdiction. Through the organizing process, we have added to our ranks both HVAC/R Service Technicians & Mechanical Equipment Service Tradesmen. With this being a benefit to the individuals and the Local, we are decreasing the resources available for our non-signatory contractor competition.

Additionally, over the coming months we will be looking to increase the Local membership with Wisconsin State licensed plumbers. There are only so many of these licensed individuals certified to perform the work and having them available for our signatory contractors to employ is at a premium.

If you know of an individual currently working in the HVAC/R service or plumbing industries looking to make a change or join the Local, please have them contact myself or the front office.

### **Congratulations:**

I want to extend a warm welcome to those newly indentured Local 400 apprentices. Make the most of your opportunity; your respective trade will provide a great career for you and your family. Well done and congratulations.

I would also 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.

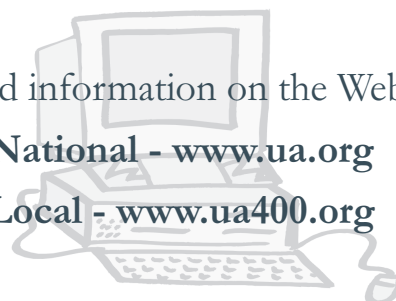
In closing, I look forward to seeing you at the next monthly membership meeting or one of the Fraternal Fund events the local is sponsoring. I hope you and your family enjoy the upcoming summer season. Be safe.

In solidarity,  
Dustin R. Delsman  
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**



Greetings Brothers and Sisters,

I hope this newsletter finds everyone well. By the time this newsletter is sent out, we will be close to the official start of summer! I hope you have some summer vacations planned with family and friends.

I want to thank the Negotiation Committee for all the hard work to get a proposal to bring back to the body. I had the opportunity to sit in on a number of the meetings, and I believe your committee did a great job to get what they did with the current state of the country. Remember, in approximately two years, to take the ten minutes to fill out the surveys sent out by the local so that the committee knows what the majority of the body wants in a new contract.

I just got back from the Wisconsin AFL-CIO Building Trades Conference in Madison. It was a great conference over the two days with many speakers such as: Governor Tony Evers, Lieutenant Governor Mandela Barnes, Assembly Minority Leader Gordon Hintz, Secretary Peter Barca, Senate Minority Leader Janet Bewley and several others. No matter what your political views are, the facts are that Scott Walker did great damage to all Unions. The group mentioned above are trying to reverse some of the non-union policies that were put in place by Scott Walker. Many of the speakers have a positive work outlook for Wisconsin, so let's hope that holds true.

The next Union Meeting in June will be at Local 400. Bring along another member with you; it will be great to be back where we should be and hopefully, get some pizza/refreshments after the meeting at JJ Maloney's.

We just finished the Memorial Day Holiday honoring and mourning the military personnel who have died in the performance of their military duties. I want to give a special Thank You to all the Veterans for the freedoms we have in this country.

Point Beach Nuclear Plant will have a fall outage this year. We are waiting for exact dates and duration. As we get closer to fall, if you are interested please let me know, we will need fitters, welders, and valve technicians.

It was great seeing our brothers and sisters at the Lowell Duenweg Sporting Clay Shoot and look forward to seeing members at the golf outing June 5th.

Local 400 will be well represented with the members that were elected to attend the Wisconsin Pipe Trades June 2<sup>nd</sup> -

June 4<sup>th</sup>. Thanks to everyone for getting involved with your Union. Have a great summer and stay safe.

In Solidarity,

Rob Kosky  
Business Agent



**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.

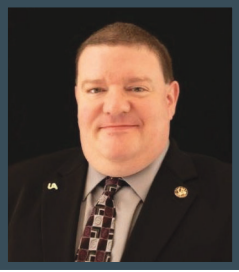
The caring, helpful EAP staff members are all highly-trained, licensed mental health professionals and counselors. Areas in which the EAP can help you are:

- 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)

## **TRAINING COORDINATOR**



Brothers and Sisters,

The UA Local 400 Training Centers will be open during the summer months. While we will be working on repairs and upgrades, you will still be able to use the training centers to sharpen your skills. Afterall, the training centers belong to you. You pay for them. Take advantage of them!!!!

### **UA 400/MCA Apprentice Graduation Banquet**

Typically, we hold the UA 400/MCA Apprentice Graduation Banquet in May. The decision has been made to permanently move the annual graduation banquet to October. For the apprentices that took their Journeyman testing this year, your Graduation Banquet is scheduled for Thursday October 7<sup>th</sup>. As that day approaches, you will receive more information.

### **2021-2022 Classes**

The 2021-2022 School Schedule was published in April, and class enrollment has been open since May 3<sup>rd</sup>. Currently, we are planning on running classes as usual. Some classes have already been filled. It is very important that you sign-up for classes early. If a class fills up and there are at least 6 people on the waitlist for a class, I will attempt to find another instructor and open another class. If you do not sign up for a class or put yourself on the waitlist, I will not know that there is a high demand for the class and will not try to open another class. So please sign up early.

### **NCCCO Crane Signalperson Certification**

In case you have not heard, the UA has decided to move away from NCCCO for our Crane Signalperson Certification. If you have a current NCCCO Crane Signalperson Certification, you will be issued a UA Crane Signalperson Certification which will be good for 5 years from the date of issuance. When it is time for you to recertify, you will be able to recertify to the UA Crane Signalperson Certification. These changes are schedule to take effect in the late fall of 2021. I am taking a class on the new UA Crane Signalperson Certification in August to find out more details. My hope is to offer this class during our rigging classes this Fall.

### **EPRI Certifications**

The UA has just completed an audit with EPRI. Some changes need to be made regarding the future testing procedures of these certifications which include Valve Repair, Instrumentation, and Industrial Rigging. These changes amount to more required hours for practical testing and a 5-year length for these certifications.

### **2022 Wisconsin Pipe Trades Apprentice Contest**

After the previous two apprentice contests have been cancelled, I am happy to announce that the 2022 Wisconsin Pipe Trades Apprentice Contest will take place in Late Spring of 2022. Once again, Local 400 has been chosen as the sight of the contest. As we get closer to the contest I will announce the participants, dates, and times.

It's great to be back to some normalcy. Have a safe and happy summer!!!

Faternally yours,

Brother Scott Wenger  
UA Local 400 Training Coordinator.

### My Weingarten Rights

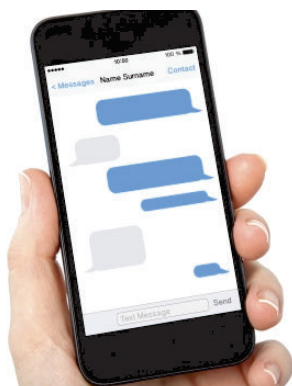
"If the discussion of this meeting could in any way lead to my being disciplined or terminated, or impact my personal working conditions, I request that my Steward, Local Officer or Union Representative be present. Without Union Representation, I choose not to answer any further questions at this time."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

### 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**

Reminder! If you have ever opted out of receiving text messages from Local 400 and would like to get back on that list, all you need to do is text "OPT IN" to 797979.



Continue to check the Local 400 website, Facebook page, and your email inbox.

Local 400 uses the above ways to communicate to our membership the latest information!

### LOCAL 400 OFFICERS

Elections are held every three years.  
Below are the officers for the period  
1/1/2020 - 12/31/2022

#### **President**

Brett Elliott

#### **Vice President**

Matt Stoop

#### **Business Manager**

Trevor J. Martin

#### **Business Agents**

Dustin Delsman (appointed)

Doug Dokey

Rob Kosky

Travis Martin

#### **Recording Secretary**

Kevin Wyngaard

#### **Inside Guard**

Bryan Martin

#### **Education Committee**

Dan Ebert

Adam Koenigs

Scott Krejcarek

Trevor J. Martin (Chairman)

Matt Stoop (Advisor)

Scott Wenger (Advisor)

#### **Education Foundation Board of Directors**

Mike Augustian

Dustin Delsman (Treasurer)

Jason P. Everard

Travis Martin (Financial Secretary)

Trevor J. Martin (Chairman)

Kirk Rademaker

Brad Schampers

Dan Schlimm

Scott Wenger (Recording Secretary)

#### **Examining Committee – HVAC/R**

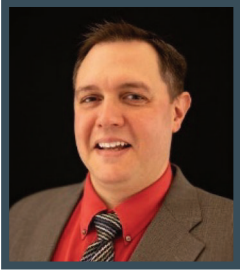
Brad Hagens

Dan Schlimm

Bob Stammer

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## **BUSINESS AGENT REPORT**



Hello everyone,

I hope you have had the opportunity to get out and enjoy the pleasant spring weather. With the recent loosening of COVID-19 restrictions, I hope everyone has been able to reconnect with some of the friends and family you may not have seen in a while!

For May and June, I have been the referral agent. There has been a recent decrease in the number of brothers and sisters on the referral list. With upcoming summer work in the area, I am hopeful we can have everyone back to work soon. The Wrightstown School District has work underway that will be needing both plumbers and fitters. We have several signatory contractors on that work in Wrightstown. A few of our contractors have also picked up some good size wastewater treatment jobs that should put some of our members to work. The various cheese and food industries in our area will have routine work as well as some capital expenditures. Also, the Wrightstown Digester project should start breaking ground this summer. Last but not least, there are a lot of projects in the planning stages and awaiting bids. These are all good signs we are getting back to the workload we are accustomed to.

The fabrication industry has started to pick up as well. Several fab shops have called for additional manpower for ongoing work and for recently awarded work. As 2021 progresses, the fabrication industry will continue to rebound from "gaps" in the 2020 nation-wide capital expenditures that create good fabrication work for our members.

The Fraternal Committee is planning on a full schedule of events for the remainder of the year! The next event will be the Local 400 Cookout at the July 21<sup>st</sup> union meeting. Following that, the Local 400 Family Day at Badger Sports Park is on Saturday, September 11<sup>th</sup>, and the Local 400 Awards Banquet is on October 9<sup>th</sup>. Please sign up on the Local 400 website, Facebook links to the events, or with the text links in the reminders sent out a few weeks ahead of the events.

Last but not least, I hope everyone has a fun and activity filled summer! While you are out enjoying the summer months, don't hesitate to contact me if you have any questions or concerns. Take care everybody. Hope to see you all soon!

Best Wishes and In Solidarity,  
Travis L. Martin

*...Continued from page 6*

### **Examining Committee – Plumbers**

Thomas Dokey (appointed)

Adam Koenigs

Tim Sokoloski (appointed)

### **Examining Committee – Steamfitters**

Mike Darnick

Dan Julius

Frank Ujzdowski (appointed)

### **Executive Board**

Todd Dums

Chris Edinger

Nate Jacobson

Scott Wenger

Matt Stoop (Chairman)

### **Finance Committee**

Jason P. Everard (Chairman)

Erik Lambrecht

Nick Reitzner

### **Health & Welfare Committee**

Mike Augustian

Dustin Delsman

Dave Klumpp

Trevor J. Martin (Chairman)

Scott Wenger

Terry VanEpern

### **Pension Committee – 400 Profit Sharing/401(k)**

Mike Augustian

Dave Klumpp

Travis Martin (Liaison)

Trevor J. Martin

Bob Stammer (Chairman)

Matt Stoop

### **Pension Committee – 400 DB**

Mike Augustian

Dustin Delsman (Chairman)

Dan Ebert

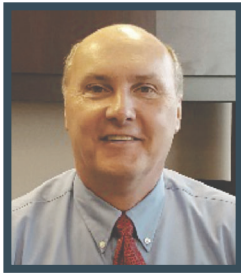
Rob Kosky (Liaison)

Trevor J. Martin

Matt Stoop



## **LOCAL 400 HEALTH FUND**



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

As of March 31, 2021, the Fund had a "Gross Month Reserve" (considers all assets in the Fund of \$76,951,323) position of 40.30 months (32.4 months as of March 31, 2020) compared to a "Net Month Reserve" (excludes Member Dollar Banks and Incurred But Not Reported Claim assets) position of 28.8 months (21.5 months as of March 31, 2020).

The average monthly expenses for the period April 1, 2020 through March 31, 2021 were \$1,910,900. This compares to the average monthly expenses for the period April 1, 2019 through March 31, 2020 of \$2,006,650. This is a decrease of 4.77%.

### **Wellness Program – Year 8**

As you know, Effective May 1, 2020, the Wellness Program's requirements were suspended due to the COVID-19 pandemic. Accordingly, Wellness Program charges for participants and dependent spouses were waived for the remainder of Calendar Year 2020. Further, the Wellness Program's testing and coaching requirements for the wellness year of July 1, 2019 through June 30, 2020 did not apply, and no surcharges are being assessed related to the Wellness Program during Calendar Year 2021.

Effective January 1, 2021, the program was changed to a calendar year period. Wellness Year 8 runs from January 1, 2021 through December 31, 2021.

Also, in Wellness Year 8, ALL active employees and their spouses are required to participate in the Wellness Program and have a Biometric Screening. If you do not participate in the Wellness Program or you participated but do not meet the acceptable biometric ranges and do not complete the coaching sessions, you will be assessed the penalty of \$50 (\$100 includes spouse) per month effective June 1, 2022 through May 31, 2023 to align with your Collective Bargaining Agreement year.

All coaching for Wellness Year 8 (and future years) must begin no later than January 31, 2022 and be completed by March 31, 2022 so that you are not assessed the penalty of \$50 (\$100 includes spouse) per month effective June 1, 2022 through May 31, 2023.

**REMINDER:** If you are going to your own physician or Health Dynamics to participate in the Wellness Program, be sure to take with you the Primary Care Physician (PCP) Consent and Authorization forms (forms can be obtained either online at [www.bpalja.com](http://www.bpalja.com) - Click on Client Access,

Login ID is: local 400 and the password is: pands400 - Click on Local 400 Health Fund, Click on Wellness and scroll down to "Wellness Forms 2021" or by contacting the Administrative Office). Instructions are included on the forms as to what is required to be completed and where all the forms are to be faxed or mailed. You must complete the Consent form, which requires your signature in two areas. You will receive in the mail a Healics Health Report/Scorecard in about three weeks. If you do not receive your report, please contact Healics at (414) 374-1600. The report provides 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 and coaching. Please review your results against the acceptable ranges. If you do not meet the acceptable ranges, you may do health coaching.

Being mindful of the pandemic and COVID-19 social distancing rules and guidelines, the Trustees have reopened on-site Wellness Events. Multiple events have already been conducted at some of the larger employer locations, which were only for their employees.

At this time, we are continuing to follow the COVID-19 social distancing rules and guidelines at the on-site Biometric Screening Events. Arrive 15 minutes ahead of your scheduled screening to complete the health forms.

Below are dates that have been scheduled for the balance of the calendar year:

### **The Grand Meridian, South Meridian Room, 2621 N. Oneida Street, Appleton**

- Tuesday through Thursday, July 13<sup>th</sup> through July 15, 2021, from 2:30 p.m. - 6:30 p.m.

### **The Comfort Suites Hotel & Conference Center, Canterbury Room, 1951 Bond Street, Green Bay**

- Tuesday through Thursday, August 31<sup>st</sup> through September 2<sup>nd</sup>, 2021, from 2:30 p.m. - 6:30 p.m.

### **Radisson Hotel & Conference Center, 625 W. Rolling Meadows Drive, Room A, Fond du Lac**

- Tuesday through Wednesday, October 12<sup>th</sup> through October 13<sup>th</sup>, 2021, from 2:30 p.m. - 6:30 p.m.

### **The Grand Meridian, South Meridian Room, 2621 N. Oneida Street, Appleton**

- Thursday, October 14<sup>th</sup>, 2021, from 2:30 p.m. - 6:30 p.m.

### **Local 400 Union Hall, 2700 Northridge Drive, Kaukauna**

- Tuesday through Thursday, December 7<sup>th</sup> through December 9<sup>th</sup>, 2021, from 2:30 p.m. - 6:30 p.m.; and
- Tuesday through Thursday, December 14<sup>th</sup> through December 16<sup>th</sup>, 2021, from 2:30 p.m. - 6:30 p.m.

Continued on page 9...



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Events must have a minimum of 30 appointments scheduled or it will be canceled.

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

If you have participated in a Biometric Screening or submitted a form to your Primary Care Physician or Health Dynamics during the 8<sup>th</sup> Wellness Year of January 1, 2021 through December 31, 2021, 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.

**IMPORTANT:** All biometric results performed during the period of January 1, 2021 through December 31, 2021 MUST be completed using the Primary Care Physician (PCP) Consent and Authorization forms. These forms MUST be submitted to Healics Inc. no later than January 31, 2022. Healics Inc. contact information can be found on the PCP form.

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.

#### **Anthem LiveHealth Online Telehealth Program**

The Plan offers 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 Administrative Office three (3) months in advance to assure the proper paperwork is taken care of. Thanks!

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

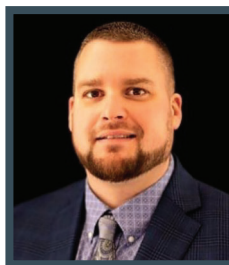
Should you have any questions regarding the Local 400 Health Fund, we ask that you submit them to [jim.hoppe@benesys.com](mailto:jim.hoppe@benesys.com) and we will respond in the next newsletter.

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

Have an enjoyable summer!

James Hoppe  
Administrative Manager

## **WELDING COORDINATOR**



Brothers and Sisters, as we make the transition into the warm summer months, I hope you all do your best to enjoy the summer with friends and family.

#### **Weld Continuity**

Be sure to watch your email and/or mail for your weld continuity information and forms. Have your contractor fill it out and send to [Matt@ua400.org](mailto:Matt@ua400.org), if you are out of work you can stop in and perform continuity at the training center. We do our best with sending the membership reminders by email and mail, but it is ultimately **your** responsibility to keep **your** certifications up to date.

#### **UA Weld Test Dates**

The UA weld test sessions for the spring of 2021 have wrapped up. As in the past we will not be holding test sessions throughout the summer months unless there is an adequate amount of interest from the membership. Tentative weld test dates for the upcoming fall will be as follows: 9/18/2021, 10/9/2021, 11/13/2021, and 12/11/2021. These dates are tentative and may change if necessary.

#### **Structural Weld Testing**

For any members interested in acquiring the WI State Structural Certification contact myself or Jeremy Meyers to schedule a test, and we can get you in on most weekdays during regular business hours. If you have a State Structural Certification that you acquired with a contractor, please provide the welding department with this information so that it can be saved under your profile within Local 400.

#### **Weld Shop**

Weld classes are wrapped up for the school year. The shop as always will be open to all members throughout the summer months during the business hours of 7am-4pm. I encourage all members especially the ones that may be out of work to come in and brush up on their skills. If you are taking a travel call for work that will have a gate test, I recommend coming in to refresh your skills before hitting the road.

Congratulations to all the apprentices who have completed their apprenticeship!

Enjoy the summer season.

Best Regards,  
Matt Stoop  
Welding Coordinator



## **THE ORGANIZERS CORNER**

### **UNION JOB POSTING**

**Wisconsin UA Members  
Job Opportunity Available  
WPTA Full – Time Organizer**

The Wisconsin Pipe Trades Association is a chartered affiliate of the United Association that is seeking applicants for a Full – Time Organizer position.

The WPTA is made up of seven Wisconsin UA Local Unions that collectively represent the trade disciplines and jurisdiction of our International Union:

- Plumbers and Pipefitters Local 11,  
Duluth/Superior, WI
- Plumbers Local 75, Milwaukee, WI
- Plumbers and Pipefitters Local 118, Racine, WI
- Sprinkler Fitters Local 183, Milwaukee, WI
- Plumbers, Steamfitters and Marine Pipe Fitters  
Local 400, Kaukauna, WI
- Plumbers and Pipefitters Local 434,  
Central & Western WI
- Pipefitters Local 601, Milwaukee, WI
- Sprinkler Fitters 669 District 1531, 68 Counties of WI

The Wisconsin Pipe Trades Association currently employs five UA members as WPTA Organizers, one of whom holds the position of Lead Organizer. WPTA organizers oversee upholding UA Jurisdiction and expanding market share for UA Members and Signatory Contractors.

WPTA Organizer team is made up of UA Members from various UA Local Unions in Wisconsin. The WPTA strives to have a balanced team made up of at least one member that is a Plumber, a Pipe Fitter and a Sprinkler Fitter so, as to represent each general trade discipline of the UA. We currently are looking for a member in good standing that has a Wisconsin Plumbers License and experience in the residential/light commercial field. We could be hiring a second organizer depending on the quality of candidates we receive; this organizer would not need to be a licensed plumber.

If you are interested in applying for the position of WPTA Organizer, please go to <https://form.jotform.com/211455343567154> and upload your resume for review. Applications must be received by Wednesday, June 23rd. First round interviews will be held the week of June 28th thru July 2nd at Local 400. Those selected to advance will have second round interviews with the WPTA on July 13th and 14th in Wausau.

If you have any questions on the position, please contact your UA Local Union Business Manager for further information. Applicants will be expected to provide a written resume and participate in an oral interview.

### **Minimum Union Dues**

The dues rate schedule effective January 1, 2021 is as follows:

<b>Retired</b>	<b><u>Criteria</u></b>	<b><u>Dues Rate</u></b>
	<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.

## LOCAL 400 DEFINED BENEFIT PENSION PLAN

### Recent Investment Performance

As of April 30, 2021, the Plan held total assets of \$216,848,714. The Plan had an actual investment return of 5.60% for the 4-months ending April 30, 2021. This compares to the assumed actuarial rate of return of 2.30% 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 [jim.hoppe@benesys.com](mailto:jim.hoppe@benesys.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

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

As of April 30, 2021, the Plan held \$336,103,721 in assets. The Plan had an actual investment return of 5.50% for the 4-months ending April 30, 2021. This compares to the custom benchmark of 3.90% for the same time period.

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

As of April 30, 2021, the Plan held \$61,014,479 in assets. As of April 1, 2021, 797 members were actively deferring into the Plan. That's an increase of 8 participants from January 1, 2021. Of the 797 members actively deferring into the plan, 168 of them are deferring post-tax "Roth" hourly deferrals. The next enrollment period is October 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 September 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

### (401k) Deferral Options

As a reminder, the Plan allows for both "pre-tax" and "Roth" deferral contributions. A Roth deferral contribution allows for "after-tax" contributions versus the Traditional "pre-tax" contributions.

*Continued on page 12...*

...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 [jim.hoppe@benesys.com](mailto:jim.hoppe@benesys.com) and we will respond in the next newsletter.

#### Soon to be Retirees

In the event you are anticipating retirement, please contact the Administrative 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 the Administrative Office at 866-562-4004.

Have an enjoyable summer!

James J. Hoppe  
Administrative Manager



## YOUTH APPRENTICESHIP REPORT



### New relationships with Local 400

The Local 400 Youth Apprenticeship program builds relationships and promotes sensible education in partnerships with high schools in our jurisdiction and other local community programs. One of the community programs that Local

400 recently partnered with is the Boy Scouts of America Local Troop 73 which covers a large portion of Northeast Wisconsin. Local 400 was contacted by troop leader Dan Skrypczak with a request to put on an event for the Boy Scouts to complete and receive their welding merit badge. The Boy Scout Troop has to successfully complete classes, goals, tasks, or projects to earn a merit badge. After discussing and learning the vision of this event, it was apparent that this was a "one of a kind" event that Local 400 would be grateful to produce for the program. We found the structure of the Boy Scout & Girl Scout merit badges to be a similar structure we use in the Pipe Trades Apprenticeship program. The event was held outside at Camp Rokilio in Keil, Wisconsin, on April 24<sup>th</sup>. 200 curious, energetic, and questioning scouts lined up and moved from station to station to hear and see demonstrations of welding & safety before they put on the helmet and gloves themselves. This event could not have been made possible without the support we received from our contractors: CR Meyer, Tweet Garot, Ahern Co. & the Mechanical Contractors Association. Another huge shout out and thank you to all the members who volunteered their time with me to teach and assist the scouts: Yates VandenHeuvel, Judd Miller, Joe Brenner, Hayden Vollmer, Joe Smet, Cade Wolf, Pat Carlson, Troy Hermesen, James Van Dyke, Xue Yang, Business Agent Rob Kosky, Welding Instructor Jeremy Meyers, Welding Coordinator Matt Stoop, Training Coordinator Scott Wenger, and Business Manager Trevor Martin. This event was outside so the weather played a crucial role in the success of the event and we had the best day you could ask for an outdoor event with welding! The troops received knowledge on the safety and functions of welding, hands-on stick welding experience, pair of leather gloves, safety glasses, welding project piece, and stories from the Pipe Trades. Not to mention, they actually got to experience welding that many people may be

very uncomfortable with. This event was more than just getting a merit badge. It was doing something outside their comfort zone, learning something new, and possibly discover a path they might pursue into their adult life. Thank you again to everyone and the contractors that donated resources and time to make this event a complete success!

DJ Kloida  
djklaida@ua400.org



### Morgan Stanley

Wealth Management  
Retirement Planning  
College Savings Plans



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

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**Jayme Blohowiak**  
Registered Client  
Service Associate

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gary.wesa@morganstanley.com  
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## 2021 Fraternal Events

### Wednesday, July 21st - Member Brat Fry

6:00 pm – Local 400 Kaukauna Union Hall & Training Center, 2700 Northridge Dr, Kaukauna. COST is 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 **Friday, July 9th**.



### Saturday, September 11th - Fraternal 400 Family Day

10:00 am – Badger Sports Park, 3600 E Evergreen Dr, Appleton. COST is \$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: <http://bit.ly/2NYLqLO> or scan the QR Code at right by **Friday, August 27th**.



### Saturday, October 9th - Fraternal 400 Awards Reception


11:00 am to 3:00 pm – Van Abel's of Hollandtown, 8108 County Trunk Hwy D, Kaukauna, WI 54130. COST is FREE - Social Hour begins at 11:00 am. Spouses are welcome. Lunch will be served from 12:00-1:00 pm. Door prizes, Awards for members receiving their UA Years of Service Award for 2020 and Hall of Fame Induction(s). Please note: if you already RSVP'd before the date change, please RSVP again so we have accurate numbers. Thanks! Sign up at: <https://bit.ly/3vVqy9i> or scan the QR Code at the right by **Friday, September 24th**.



### Saturday, December 4th - Fraternal 400 Bowling with Santa


11:00 am to 2:00 pm – Super Bowl, 2222 E Northland Ave, Appleton. COST is a 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: <http://bit.ly/3trwGp8> or scan the QR Code at right by **Friday, November 19th**.





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

## Retiree Breakfast

Starting July 7, Local 400 will be hosting a retiree breakfast at the Kaukauna Union Hall from 9 -11. There will be a guest speaker announced closer to the breakfast. The first speaker will be about Caption Call. This retiree breakfast will occur on the first Wednesday in the beginning of every quarter. For 2021 those dates will be July 7<sup>th</sup> and October 6<sup>th</sup>. Please keep an eye out to RSVP to the event so we know what we need for food. We hope to see you there!

Good morning Trevor,

On behalf of BHI Energy, I would like to thank Local 400 for making the Monticello outage successful for us. Between the capital projects, supplemental maintenance, and valve work, your members definitely towed the line. When work assignments were given to members of your local, they were completed with safety, quality, and done right the first time. Please extend my gratitude to all who supported us at Monticello for Refueling Outage #30.

Alex Tamble  
General Superintendent  
Monticello Nuclear Generating Plant

We are looking for Plumber JAC Committee Members.  
Contact Business Manager Trevor Martin for more details!

## CarePlus Dental Plans

Don't forget, Local 400 members;  
you and your family can get more dental  
coverage by selecting **CarePlus Dental Plans**  
during our next open enrollment.

### That's right, the CarePlus Plan features:

- **Higher annual insurance maximum** than the other available option.
- **Less out-of-pocket expense** than the other available options.
- **On staff specialists** to handle major services like root canals and implants.
- **Tele-dentistry visits** if you would like to talk to your doctor before going into the office.
- **State-of-the-art procedures** to keep everyone safe in the post COVID-19 world.
- **Two provider networks to choose from:** Dental Associates and Midwest Dental.

Click the link below to learn more about CarePlus  
Dental Plans and remember CarePlus during  
the next Open Enrollment.

<https://www.careplusdentalplans.com/ua400>

*CarePlus Dental Plans is a Wisconsin-based company with deep roots in labor. Our business was built with labor union membership in mind. Many of our own employees are brothers and sisters of labor.*

Good morning Trevor,

It was great talking with you a few weeks back regarding Green Bay Packaging's Project WolfPack.

As we progress through start-up, I spend a great deal of time in the field. I continue to be impressed by the quality of workmanship that your members provided our project. WolfPack was not an easy project. We faced an aggressive schedule while at the same time dealing with a global pandemic. Your members never wavered in their commitment to the trade and to our project. This is a testament to the working spirit of the men and women that worked on our site.

I would ask that you pass my praise and appreciation on to every member of your union that supplied such great work under the challenge times that we lived through. Their fingerprints are everywhere in our new mill and I hope they are proud of what they accomplished.

Best regards,

Matthew A Szymanski  
Vice President -  
Mill Operations  
Green Bay Packaging



**GREEN BAY PACKAGING**





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Local 400  
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and the Local 400 Training Department:

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

## Upcoming Union Meetings

June 16, 2021, 6:30 pm

- Regular June meeting

July 21, 2021, 6:00pm

- Regular July meeting with Brat Fry

August 18, 2021, 6:30 pm

- Regular August meeting

September 15, 2021, 6:30 pm

- Regular September meeting

Union meetings will take place at the Kaukauna Union Hall