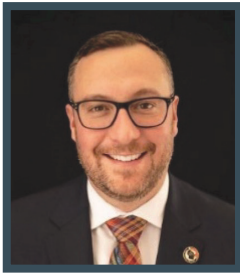


## FROM THE BUSINESS MANAGER



Hello everyone! It is hard to believe we are approaching the last quarter of 2021 already! I hope all of you have had a safe, fun, and healthy summer. It has been nice to talk with some of you at one of our Union/Committee meetings or at one of our Fraternal Fund events!

Since our last newsletter, the local has been faced with some challenges both internally and externally. I am confident in saying the internal challenges we faced in June of this year are behind us, and the local union is once again progressing forward.

Externally, we are facing the challenge of having enough vaccinated members to man our work at jobsites that require proof of a COVID-19 vaccination. Discussions with our signatory contractors about the vaccination and how we plan to properly man work in our jurisdiction are a daily occurrence. Every day that goes by, another end user requires proof of a COVID vaccination to step foot on their property. If you are not alarmed by this, you should be. Everything in LU 400's universe is tied to the manhour. Manhours = Market Share; if we cannot properly staff the manhours awarded to our signatory contractors, the work will go elsewhere and be done by someone other than a LU 400 member. We are fooling ourselves if we think there isn't another option out there for these end users.

In the coming months, you will see info coming out about more vaccination clinics sponsored by LU 400 and our signatory contractors. We are currently discussing on site clinics, just like we have done in the past with our wellness program. It would be great to see this local obtain an 80% vaccination rate by the end of the year, but we need your help! Let's set the rhetoric aside and come together in solidarity to keep our market share secure!

Over the past couple of months there has been a small group of members who are compelled to try and spread negativity and divisive rhetoric throughout the local. I am evermore frustrated by these actions, and at times embarrassed. Local 400 and its 2,300 members have worked tirelessly over the years to get this local to where it is today! LU 400 is one of the marquis labor organizations in the state of WI and throughout the UA. Many of you are actively involved in the local and are a part of this hard work. Many more of you are proud union members who believe in Local 400 and what it stands for. If you happen to come across some of this negativity or hear a member saying things you know are untrue, see to it you educate

them on the truth. Every member is afforded the opportunity to share their opinion on this local, I just ask it is done constructively and professionally.

To wrap things up, our initial Retiree breakfast was a big success; the feedback on the event was overwhelmingly positive! The next gathering is October 6<sup>th</sup>. Please reach out to Lea or Stacey to RSVP. Emails will go out as well reminding you of the event. Another bit of good news for our Defined Benefit Pension retirees and participants - I'm pleased to announce a 5% increase to your multiplier going back to 2007. Details on this increase will be hitting your mailboxes sometime this fall. In October, retirees should see a "catch up" check or direct deposit as well. If the fund remains on solid financial ground, we could continue to see this 5% increase annually.

I want to congratulate Office Professional Lea Sevald on her promotion to Office Manager. Lea is doing a great job! Please help me welcome our newly hired Office Professional Stacey Kurland to the LU 400 team! I also want to congratulate our Training Department Office Professional Ashley Thompson and her husband Kenny on the arrival of their new baby girl! Best wishes to you all!

Congrats to our eighty new Local 400 apprentices, and congrats to our recent retirees and Gold Card members and Best of Luck to all our fall hunters! To everyone else, I hope you enjoy the upcoming fall season!

With best wishes, I am

Fraternally Yours,  
Trevor J. Martin; Business Manager/FST

### Holiday Wage Schedule

Per Section 7.4 of the local collective bargaining agreement, the following holidays shall be observed as such:

**After 12:00 noon on Christmas Eve Day  
(observed on Thurs. Dec 23, 2021)**

**Christmas Day (observed on Fri. Dec 24, 2021)**

**New Year's Day (observed on Fri. Dec 31, 2021)**

Also, four ten-hour days are allowed during a holiday week when the holiday falls on a Tuesday, Wednesday or Thursday, 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



Here we are at the end of another summer. It's a love-hate feeling for me as I can't wait to get into the tree stand, but I know that the cold is looming right around the corner. I hope everyone has had a good summer and I hope fall is even better. The work scene has been a little down as compared to last year but on pace for the average year we typically see for man hours in the Local. The large Green Bay Packaging project from last year made it difficult to duplicate that work load this year, but next year looks promising.

### Community Service

Once again, we had to cancel the Heat's On Day this year but we are going to run a hybrid and cover at least 25 homes. We are going to spread it out over a month and have our techs service the homes as they find time. Whether it be after work or on the weekend we really feel that some of these homes need to be looked at after missing it completely last year. If you are a tech and want to pick up a house or two let us know, as we really need your help. We can also use some volunteers as assistants to the techs to help speed up the process. I also have two houses that need plumbing work. If you are a plumber and want to do some residential remodeling give me a call and I will give you the details.

### Good of the Local

This fall our state organizers will be running a statewide blitz. This will include organizers from North Dakota, Minnesota, and Wisconsin that will visit jobsites and contractors around the state. They will share information about the wages and worker benefits the union has to offer. The UA has been doing blitzes around the country for the last 5 years and it has really helped gain market share. Hopefully this will help turn some of the non-union contractors in our area into signatory contractors. As some of you have heard we are also working on updating the referral process. We are not looking to overhaul it but rather modernize it. We have a committee formed and Rob Kosky will be the lead agent on it. If you have any suggestions, please get ahold of Rob and express your ideas.

### Closing

In closing I want to thank everyone that supports me and the local. As a Business Agent you don't always deal with easy things and sometimes we need to let things go. I will always treat everyone with the dignity and respect that they give me. I truly appreciate the membership and the opportunity you have given me over the last 5 years. The reason I ran for office in the first place was to try and make the local more competitive and fairer for all trades and all members of those trades.

Fraternally yours,  
Doug Dokey

## RETIRED, DECEASED AND 50-YEAR MEMBERS

September 2021

### RETIREES

<u>Last Name</u>	<u>First Name</u>	<u>Retirement Date</u>
Krenn	Thomas	6/1/2021
Meneau	Scott	9/1/2021
Ropson	Craig	6/1/2021
Warner	Scott	8/1/2021

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>
Habeck	Franklin	8/21/2021
Hoffman	Tyler	7/18/2021
Ludtke	Ronald	8/16/2021
Peters	Steven	7/22/2021
Sauer	Robert	6/7/2021

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>
Thiel	Paul	8/25/2021

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 of your lay off.

Referral Line: (920)462-5923

Currently, Business Agent Rob Kosky is handling all referral calls. 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,

Fall season is fast approaching along with cooler temperatures and the first day of autumn. I hope you and your families have had a healthy, fun, and safe summer season to date; the final quarter of 2021 will be here and gone 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 fourth 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 fall months.

### **Fincantieri Marinette Marine:**

On a Saturday morning back in early August, I was fortunate enough to attend and witness the launch of Littoral Combat Ship-27. This ship is the future USS Nantucket and will be utilized as a tool of national security by the U.S. Navy. During the ceremony, high praise was given to all the Local 400 members and signatory contractors who played a pivotal role in the construction and completion of LCS-27. No other craft, trade or contractor(s) were given the same recognition. Job well done to all Local 400 members and signatory contractors who positively impacted the milestone of this ship & past ships as well. You, the members, truly are building a piece of freedom every day. Thank You.

### **Political Action:**

Recently, I met with Claire Westlund at the training center in Kaukauna. Claire is the regional lead for Opportunity Wisconsin, which is a non-partisan coalition of Wisconsin residents fighting for an economy that benefits all working people. Through their stories, they are elevating the real consequences of the destructive economic policies that put the wealthy few first and leave the rest of us behind. Collectively, we should be demanding our elected officials to focus more on growing the economy for middle-class folks and expanding opportunities for all Wisconsinites. To learn more about their mission or share your story, please contact Claire Westlund at [claire@opportunitywisconsin.org](mailto:claire@opportunitywisconsin.org).

### **Organizing:**

Over the month of September, we will be increasing our efforts within the jurisdiction regarding the location of non-union jobsites and un-represented workers. This information will better assist our UA Pipe Trades organizers on a statewide level, as they join up with our sister Locals on a much broader scale. If we collectively

want to maintain and increase our Union market share, we must do everything we can to net-gain membership and increase our signatory contractor base.

At a Local level we are currently holding our own for fitters and welders. That said, 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 me or the front office. Additionally, if you know of a non-signatory contractor looking to join the Local or is simply in need of skilled, qualified craftspeople, we can assist in this area as well.

### **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 like to congratulate all those members who recently retired from Local 400. Thank you for all your contributions, time, and dedication to the Local. Enjoy your much-deserved time away from work, you earned it.

Also, I am thankful for and appreciate those that nominated and elected me to be a delegate at the United Association's 40<sup>th</sup> General Convention. It is always an honor and privilege to represent YOU, the rank-and-file members of Local 400, while attending conferences and conventions on your behalf. It is a duty that is not taken lightly, so Thank You!

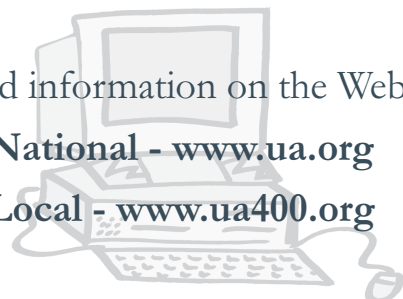
In closing, wishing much success to those taking to the great outdoors this fall. Be safe and I look forward to seeing you at the next monthly membership meeting or one of the Fraternal Fund events the local is sponsoring.

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. I hope everyone was able to take part in the summer activities they enjoy. We all know that in Wisconsin with the Labor Day Holiday behind us, we are transitioning into a new season. Get out and enjoy the beautiful fall season with friends and family before the snow starts!

Local 400 will be putting together a referral committee to go over the Job Referral Policy that has been in effect since 5/29/2017. I will be the Business Agent assigned to lead these meetings. We already have volunteers from cross disciplines in our trades so we can get different viewpoints of issues that may affect all individuals. The current policy is good, so the committee will not be trying to do a total rewrite of the Local 400 Job Referral Policy. We are just trying to make some enhancements and improvements to get the policy up to speed with today's technologies. If you have any ideas or suggestions, please contact a Business Agent or a committee member.

With summer ending hopefully you can find time to attend some union meetings. Local 400 belongs to the members so we need your opinions and viewpoints to be a healthy organization. When someone has different ideas, please listen and respect that member. I am not saying we will always agree with our Brothers and Sisters but please try to respect their viewpoint. The last thing we need as an organization is to be fighting internally. We have enough outside forces trying to do damage to our great Local 400.

It is never too early or late to start planning for retirement. Local 400 partners with Morgan Stanley and their service is available to use (their number is in the newsletter). You certainly don't have to use Morgan Stanley, but please talk to someone and start saving for retirement. Think about how much your money could grow if you invested a portion of every raise into some type of retirement fund.

Local 400 has an Employee Assistance Program that is strictly confidential; it is available to help members with a wide variety of issues that you or your family may have. The EAP staff are highly trained, licensed professionals and counselors. Please call them if you need any assistance as early intervention is always best. The EAP number is in the newsletter.

Point Beach Nuclear Plant will have a fall outage this year with a start date of October 9<sup>th</sup> scheduled for 25 days/nights. Local 400 will have a total of 24 Fitters, 13 Welders and 6 Valve Tech's supporting this outage. I have been making

calls and sending text messages to members on our layoff lists. If you are interested and have not contacted me yet please do so right away. Due to security requirements the names need to be sent to Point Beach weeks ahead.

Have a great fall & stay safe.

In Solidarity,

Rob Kosky  
Business Agent

### 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".

## Morgan Stanley

Wealth Management  
Retirement Planning  
College Savings Plans



[LtoR]: 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

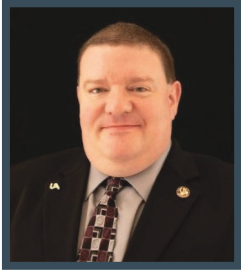
**Jayme Blohowiak**  
Registered Client  
Service Associate

111 N. Washington Street  
Green Bay, WI 54301  
**920-436-5622**  
gary.wesa@morganstanley.com  
fa.morganstanley.com/  
thewesaklaubaufgroup

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## **TRAINING COORDINATOR**



Brothers and Sisters,

I hope that everyone had as good a summer as could be expected. The Training Department had a very busy summer as we added another tiered classroom, updated 3 more of our classrooms with new touchscreen monitors, and added

three permanent virtual/online class installations and one mobile virtual/online class cart installation. I want to thank brothers Kevin Wyngaard, Dan Julius, and Bruce Dietzen for putting in some long hours to help get this done. We also completed the process of converting one of the Fond du Lac classrooms into a virtual classroom that will allow Fond du Lac area apprentices to participate in some classes that are being held at the Kaukauna Training Center.

### **2020-2021 Class Year Apprentices**

We have 14 new Fabrication Apprentices, 26 new Construction Steamfitting Apprentices, 23 new Plumbing Apprentices, and 17 new Service Steamfitting Apprentices for the upcoming school year. This brings the total amount of registered UA 400 apprentices to: 63 Fabrication Apprentices, 136 Construction Steamfitting Apprentices, 68 Plumbing Apprentices, and 67 Service Steamfitting Apprentices for a total of 334 Apprentices. This compares to 330 Apprentices last year. Local 400 continues to grow!!!

### **2020-2021 Classes**

The 2020-2021 School Schedule was published in May 2021. Class sign-ups have been open since May 3<sup>rd</sup>. We encourage everyone that is interested or in need of taking any of our classes to sign up right away. If you need a class and it is full, please get on the waitlist for that class. If there are 6 people on the waitlist for a class, we will do our best to find another instructor and open another class. If you don't sign up for a class or put yourself on the waitlist, we will not know that there is a high demand for the class and another class won't be opened. So please sign up early.

### **Apprentice Graduation**

Unfortunately, the COVID-19 Pandemic has forced us to postpone our annual graduation ceremony once again. Any apprentice that has successfully completed their Practical and Written testing requirements in the Spring of 2021 will be invited to the 2021 Apprentice Graduation Ceremony which is now scheduled for February 24<sup>th</sup>, 2022 and will be held at Neuroscience Group Field at Fox Cities Stadium. As the date draws closer, you will receive more details.

### **Certification Classes**

We have many UA Certification Classes scheduled for this year including the following classes: OSHA 30 Construction Safety, Medical Gas Installation, UA/MCA Foreman, Advanced Rigging with NCCCCO Signalperson, Basic Valve Repair, Orbital Welding, Submerged Arc Welding, Backflow/Cross Connection, and EPRI Industrial Rigging. I am happy to report that we were able to run our first Level I Instrumentation class this past summer. If you are interested in taking any of these classes, please contact Scott Wenger.

### **Medical Gas Certification Continuity**

Don't forget that when you send the Training Department your Medical Gas Certification Continuity Forms that the form must be dated prior to your expiration date. If it is dated after your expiration date, you will need to resubmit a new Medical Gas Certification Continuity Form, or you will lose your Medical Gas Certs. Also, please do not send in a Medical Gas Certification Continuity Form that is dated more than 2 weeks prior to your Medical Cert Expiration date. Medical Gas Continuities cost the Training Department \$30.00 each. In order to get the most out of our training dollars, the Medical Gas Certification Continuity Form should be dated as close to your Medical Gas Certification Expiration Date as possible.

### **Medical Gas Installer Update**

Most of our members that have a Medical Gas Installer Certification will notice that it expires during the first and second quarters of 2022. We are in the process of setting up classes that will renew your Medical Installation Certification which will be held starting in February of 2022. If you have a current Medical Gas Installation Certification that will be expiring within the next year, you will receive information soon on how to recertify your Medical Gas Installation Recertification. If you have any questions or concerns, please contact Scott Wenger.

If you have any questions or comments, please contact me.

Fraternally yours,

Brother Scott Wenger  
UA Local 400 Training Coordinator  
920-462-0407  
scott@ua400.org

## THE ORGANIZERS CORNER



Happy Fall my fellow brothers and sisters of Local 400. I hope that the summer has treated you well. The Wisconsin Pipe Trades recently hired two new Organizers; one started September 1, 2021, and the other will be starting later this year/beginning of 2022. We will then have 7 full-time

Organizers in Wisconsin. I couldn't be happier and prouder of this group of individuals, as they continue to impress me daily. For those of you who interviewed for the position but weren't chosen, please don't give up on applying in the future. The group of individuals that applied this year were the most qualified that we ever interviewed, and it was the toughest decision the WPTA Executive Committee has ever had to make.

We currently have three active ongoing campaigns in Wisconsin, and we continue to sign not only new members but new contractors into the union. If we control the skilled manpower, the non-signatory contractors will have no choice but to come to the union because that will be the only way they can be competitive and gain access to a skilled workforce.

The Wisconsin Pipe Trades Organizers have a statewide blitz scheduled for early October. During this blitz we will be stopping on jobsites, doing contractor visits, and making house calls, talking to non-union personnel. We will have approximately 30 individuals from Wisconsin and surrounding states helping us with this blitz, including two Business Agents from Local 400. We will be targeting specific trades and certain contractors to fill manpower needs as well as educating non-union contractors on the skilled manpower and services a union can offer. These

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!

blitzes are held all over the country to help in areas that have weak market share as well as manpower needs that they can't fill.

Once again, I would like to ask my fellow brothers and sisters of Local 400 to assist the Wisconsin Pipe Trades Organizers in maintaining a strong union market share. If any of you have an opportunity to talk to any non-union individuals doing UA work on jobsites, at supply houses or wherever you run across them, please take a few minutes to tell them about the advantages of being a Local 400 member. Most of these individuals have been misinformed by their non-signatory contractors that are trying to pressure them into working for less than their true worth. If you are ever laid off, please contact me or a Local 400 Business Agent and ask if we have any opportunities to help Local 400 as well as the Wisconsin Pipe Trades Organizing team. With your help we can continue to maintain a strong market share and good union wages in Wisconsin. Thank you again for all the support you give the Wisconsin Pipe Trades.

In Solidarity,

Kyle Croft  
WPTA Lead Organizer  
Proud member of the UA and Local 400

### 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**



## **BUSINESS AGENT REPORT**



Hello Brothers and Sisters,

With Summer drawing to a close, I hope everyone was able to get out and do the things they enjoy during this time. I personally enjoy having all four seasons, but summer goes by way too fast!

For the months of September and October, I will be taking care of referral duties. As expected, the summer work in the schools is winding down which has increased the number of individuals on the referral list. Looking ahead at work in our area, we have a few wastewater treatment projects slated to start this fall and there is ongoing work at some of the food production facilities. The Wrightstown Digester may take a few people yet this fall as well. Some projects that will be out for bid are the Agropur project in Little Chute and the Neenah High School project. We hope our signatory contractors are successful on those bids. In talking with general contractors, there are still concerns about material shortages and pricing of materials in the construction industry. Although there are lingering challenges related to the pandemic, the outlook keeps getting better as we move forward.

The Fabrication market continues to experience some pandemic related slowdowns. However, we do have a few shops that may take additional manpower. Enerpipe is planning for a second shift as they have a good backlog of smaller fab projects and ongoing work for the Alberta Tar Sands. CR Meyer also has work in their shop and may need additional help. Bassett remains steady with vessel work and fabrication for their field projects. We are seeing a lot of bidding in the fabrication industry; however, the large manhour fabrication projects are not yet back in full swing. From my observations, the bulk of fab projects are currently in-plant expansions or maintenance related, both of which have lower total man hours. The cost/benefit ratio of bidding these smaller fab jobs can be challenging for contractors accustomed to larger projects. On a positive note, many of the large projects are on hold, rather than completely cancelled. End-users have seen market related growth in the capital they did not spend in 2020 and 2021. Hopefully that means the larger projects will be back on the table sooner than later, and have perhaps grown in scope.

Understandably, any upcoming work does not always take off in the time frame we would like it to. Budget changes and materials affect the start of many projects. This can be frustrating when you are not working. In the meantime, if you are on the referral list, now is a great time to consider working on a new weld certification, valve repair cert, or a

rigging certification. Soldering and Brazing skills for fitters have been in demand also. Please contact me or any of the agents to review and update your skill set. The more skills you have, the higher possibility you could be called for work. Sometimes the "short call" jobs turn into long term work. If nothing else, you earned some wages and benefits, and you may have met some new Brothers and Sisters. You may have also displayed your skill set for another contractor.

In closing, I would like to wish everyone a great fall season. Take time to get outdoors during this time. In my opinion, fall is the "calm" between summer and the holiday season. Whether you are in a tree stand waiting for that big buck, or on the bike for a road trip to enjoy the fall colors, do it safely and most of all enjoy it!

Fraternally,

Travis Martin  
Business Agent



The Mechanical Contractors Association of North Central Wisconsin Industry Fund is again offering a scholarship program, which will provide two \$2,000 scholarships for sons and daughters of members of Plumbers and Steamfitters Local 400. The application packet is available on the Local 400 Website. Please contact the MCA office at 920-734-3148 if you have any questions. The deadline for submission of the application is November 1, 2021.

## **LOCAL 400 HEALTH FUND**



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

As of June 30, 2021, the Fund had a "Gross Month Reserve" (considers all assets in the Fund of \$77,350,407) position of 35.50 months (38.6 months as of June 30 2020) compared to a "Net Month Reserve" (excludes Member Dollar Banks and Incurred But Not Reported Claim assets) position of 25.2 months (26.5 months as of June 30, 2020).

The average monthly expenses for the period July 1, 2020 through June 30, 2021 were \$2,178,250. This compares to the average monthly expenses for the period July 1, 2019 through June 30, 2020 of \$1,880,850. This is an increase of 15.81%.

### **Wellness Program – 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 did not meet the acceptable biometric ranges and did 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. *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.*

**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. Call Case Management Specialists, Inc. (CMS) at 262-563-6460.

**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.

**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 have any questions, please contact the Administrative Office at 1-866-562-4004.

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:

### **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.

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.

Simple steps to schedule your appointment are as follows:  
Visit: [www.bpalja.com](http://www.bpalja.com); Click on Client Access. Log in – Username: local400 – Password: pands400. Click to

*Continued on page 9...*



...Continued from page 8

expand the Health Fund, and then select: Calendar. Select preferred appointment date and time. If the time is unavailable, it will be grayed out. Complete the information requested, including the drop-down box for member, member & spouse, or spouse. You will receive a confirmation of your appointment, via email. You may contact the Administrative Office at 1-866-562-4004. Please contact the Administrative Office at 1-866-562-4004 if you need to cancel or reschedule your appointment.

#### **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!

#### **Update your Contact Information**

In the event you change your place of residence, please contact the Administrative Office to update your contact information. Thanks!

#### **Beneficiary Information**

Please contact the Administrative Office should you find the need to update your beneficiary information.

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

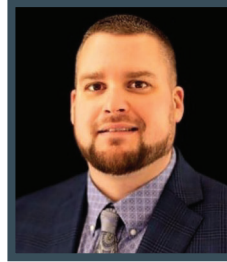
Should you have any questions regarding the Local 400 Health Fund, we ask that you submit them to [jim.hoppe@benesys.com](mailto:jim.hoppe@benesys.com) and we will respond in the next newsletter.

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

Have an enjoyable fall!

James Hoppe  
Administrative Manager

## **WELDING COORDINATOR**



Hello members, I hope everyone enjoyed the summer and made the most of it with friends and family.

#### **UA Weld Certs**

If you are interested in acquiring UA weld certs, whether it be on your own time or with class time be sure to get some practice in the process you will be testing with. All individuals must prove proficiency in the weld process they wish to perform. When you are ready to test contact Jeremy Meyers or myself to check on available test dates and to sign up. Tentative UA weld test session dates are as follows for the fall: September 18<sup>th</sup>, October 9<sup>th</sup>, November 6<sup>th</sup> and December 11<sup>th</sup>.

#### **Continuity**

Continuity for welding and brazing, aside from at work, can also be performed at the Local 400 Training Center. Contact Jeremy Meyers ([Jeremy@ua400.org](mailto:Jeremy@ua400.org)) or myself ([Matt@ua400.org](mailto:Matt@ua400.org)) for availability. Be sure to get your continuity turned in within a timely manner. If you have any questions or concerns don't hesitate to contact me.

#### **Structural Weld Testing**

Structural weld testing can be done for our membership by appointment during the week; please contact Jeremy or myself to set this up if you are interested. If you have a state structural certification and are unsure if we have a record of it, get in contact with me and I can verify if we have a record of it. These credentials can often help get you out to work, so it is best to keep up on these certifications.

Best Regards,  
Matt Stoop  
Welding Coordinator

## **Retiree Breakfast**

Reminder – the next Retiree Breakfast will be Wednesday, October 6<sup>th</sup> at 9:00am at the hall in Kaukauna. Our speaker will be Jim Hoppe from Benesys (formerly BPA). This will be a general Q&A session focusing on Retiree Benefits.

Remember, this breakfast will occur on the first Wednesday of the month, at the start of the new quarter. We will provide the 2022 schedule in the next newsletter.

## 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

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

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

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

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

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

### **REMINDER ON JOB REFERRAL:**

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

## **Office Directory**

Main: (920)462-0400 Referral Line: (920)462-5923

Lea Sevald Office Manager (920) 462-0402 lea@ua400.org	Stacey Kurland Office Professional (920) 462-0401 stacey@ua400.org	Travis Martin Business Agent (920) 462-0403 travis@ua400.org	Rob Kosky Business Agent (920) 462-0404 rob@ua400.org	Doug Dokey Business Agent (920) 462-0405 doug@ua400.org
Trevor Martin Business Manager Financial Secretary- Treasurer (920) 462-0406 trevor@ua400.org	Scott Wenger Training Coordinator (920) 462-0407 scott@ua400.org	Ashley Thompson Office Professional Training Department (920) 462-0408 ashley@ua400.org	Dustin Delsman Business Agent (920) 462-0409 dustin@ua400.org	Kevin Wyngaard Steamfitter Day School Instructor (920) 462-0410 kevin@ua400.org
Matt Stoop Welding Coordinator (920) 462-0411 matt@ua400.org	DJ Kloida Youth Apprenticeship Coordinator (920) 462-0412 djklloida@ua400.org	Jeremy Meyers Welding Instructor (920) 462-0413 jeremy@ua400.org	Bruce Dietzen Plumber Day School Instructor (920) 462-0418 bruce@ua400.org	Dan Julius Steamfitter Instructor (920) 462-5920 dan@ua400.org

Benefit Plan Administration: 1-866-562-4004 Apprenticeship Office (OMS): 920-734-3418

## LOCAL 400 DEFINED BENEFIT PENSION PLAN

### Recent Investment Performance

As of July 31, 2021, the Plan held total assets of \$223,855,761. The Plan had an actual investment return of 8.70% for the 7-months ending July 31, 2021. This compares to the assumed actuarial rate of return of 4.00% for the same time period.

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

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

As of July 31, 2021, the Plan held \$346,242,139 in assets. The Plan had an actual investment return of 8.50% for the 7-months ending July 31, 2021. This compares to the custom benchmark of 7.00% for the same time period.

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

As of July 31, 2021, the Plan held \$61,497,547 in assets. As of July 1, 2021, 814 members were actively deferring into the Plan. That's an increase of 17 participants from April 1, 2021. Of the 814 members actively deferring into the plan, 201 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 15<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. The following is an illustration of the payroll differences between the Traditional (pre-tax) and Roth (post-tax) methods.

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.

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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 Retirement Plans, 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!

#### **Update your Contact Information**

In the event you change your place of residence, please contact the Administrative Office to update your contact information. Thanks!

#### **Beneficiary Information**

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 fall!

James J. Hoppe  
Administrative Manager

Wisconsin Labor History Corner....

### **1898 Wisconsin strike affirmed right to organize, strike**

It was a trial that was "watched all over the country as a test case," the Milwaukee Sentinel reported.

The trial hinged on a basic question: do workers have a right to organize and strike, or do such activities amount to a conspiracy to rob an industrialist of his profits?

In 1898, that question was still very much up in the air. The trial began in late summer that year, after the end of a 14-week strike in Oshkosh by 1600 workers at seven manufacturers, including Paine Lumber, the largest manufacturer in town. George Paine, the influential owner of the large millwork firm, filed a lawsuit charging Michael Kidd, of Chicago, a Carpenters' Union representative, George Zentner, a picket captain, and Michael Troiber, a picketer, with conspiracy. Such charges were often used to stifle union-organizing efforts at the time.

Enter the most famous and eloquent defense attorney of the era, Clarence Darrow, to defend the three men and in doing so affirm the right to unionize and strike.

In his closing argument, Darrow spoke for eight hours, claiming the case hinged on basically one question: "Whether when a body of men desiring to benefit their condition, and the condition of their fellow men, shall strike, whether those men can be sent to jail."

The jury, after deliberating for 50 minutes, acquitted the three.

In spite of this landmark case, the "conspiracy theory" continued to be used by employers until the 1930s, when the passage of the Wagner Act gave workers the right to organize and withhold their labor.

*From the Winter 2019 Wisconsin Labor History Society Newsletter.*

*Read more at [wisconsinlaborhistory.org](http://wisconsinlaborhistory.org)*

## YOUTH APPRENTICESHIP REPORT



### Piping with the Youth

Part of spreading the word about apprenticeships in the pipe trades throughout our jurisdiction involves more than just speaking with others. Showing visuals and most importantly actually doing the work helps answer career questions and

prompts the individual to decide on their long term career path.

The Local 400 youth apprentice program is constantly changing and adapting to make sure the program stays well balanced with our applicant pool. Encouraging contractors to hire from that pool is the main focus. The tough part about recruiting youth apprentices and getting them out to work is experiencing a "hiring lull" just after a series of previous youth apprentices have been promoted by their contractor. The good news is those students that expressed an interest in the pipe trades have now seen or heard of a path they can take during their high school career that can lead to countless job opportunities with outstanding pay and benefits.

We are seeing a new trend throughout northeast Wisconsin high schools in how they provide tech classes and hand-on learning. Cut backs in teacher pay and in tech-ed programs have prompted schools to relying on extra help from businesses and outside tech schools to help provide a solution for a new way to teach or offer hands-on learning. Schools are more willing and open to bring in "demo" trainers into their tech wings to work with other trainers to simulate a situation encountered in the field. I believe this new method will bridge the gap to ensure our future work force is ready to enter the manufacturing and industrial field.

The equipment or trainer that gets brought in for the day, or a hands on training project created for future classes to try and experiment with can help develop a steady pipe line of talent that is ready to dive into the trenches of a pipe trades journey worker.

Respectfully,

DJ Kloida  
djklkloida@ua400.org

## Local 400 Business Agent Job Posting

As of December 31, 2021, current Assistant Business Manager Doug Dokey is resigning his position as an officer for Local 400. As a result, Local 400 is seeking to hire a new Business Agent. Per Article XV, Section 2 of the Bylaws, upon resignation of a Business Agent, the Business Manager shall immediately appoint a replacement, to fill the vacancy for the balance of the unexpired term. To fill this vacancy, Local 400 is accepting resumes and will hold interviews per the following schedule:

- Application, cover letter and resume must be submitted no later than Friday, October 29<sup>th</sup>. The electronic application may be found at this website: <https://forms.office.com/r/rFMYMGW7S2>. You can also scan the QR Code.
- 1<sup>st</sup> Round Interviews will take place November 8<sup>th</sup> - November 12<sup>th</sup>.
- 2<sup>nd</sup> Round Interviews will take place November 15<sup>th</sup> - November 19<sup>th</sup>.
- A decision will be made and the candidate will be notified between November 29<sup>th</sup> - December 3<sup>rd</sup>, with the expectation the new candidate will start on Monday, December 13<sup>th</sup>.



A post card will be mailed to all ELIGIBLE members notifying them of this posting. To be eligible, per Section 121 of the UA Constitution, "No member shall be eligible to be nominated for office in any Local Union unless he shall be a journeyman member and shall have been a member in good standing for at least a period of two (2) years immediately prior to the election. Any journeyman member who owes or has paid a reinstatement fee within a period of two (2) years immediately prior to the date of the election shall not be eligible to be nominated for office in any Local Union."

If you have questions regarding this opening, please contact Business Manager Trevor Martin.

## 2021 Fraternal Events

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

11:00am to 3:00pm – Van Abel's of Hollandtown, 8108 Cty Trunk Hwy D, Kaukauna, WI 54130. COST is FREE – Social Hour begins at 11:00am. Spouses are welcome. Lunch will be served from 12:00-1:00pm. Door prizes, awards for members receiving their UA Years of Service Award and Hall of Fame inductions. Please RSVP at: <https://bit.ly/3vVqy9i> or scan the QR code to the right.

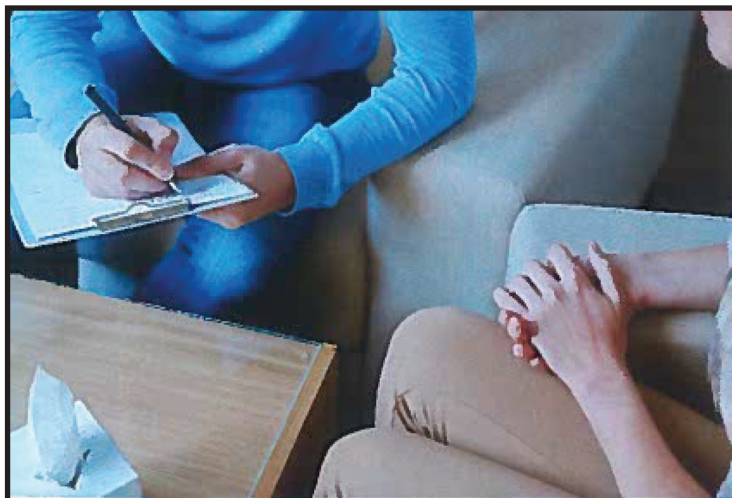


### Saturday, December 4<sup>th</sup> - Fraternal 400 Bowling with Santa

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 below by Friday, November 19<sup>th</sup>.



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



## Employee Assistance Program (EAP) Services



## Don't struggle alone

Whether you've been struggling for a long time, or just want a wellness tune-up, there is no problem too big or too small for EAP.

- Family and marital counseling
- Grief support
- Mental health crisis
- Substance abuse issues
- Depression, stress or anxiety
- Workplace conflicts
- An unplanned event or crisis

**Services are free and confidential**

800-540-3758 | [eap@ascension.org](mailto:eap@ascension.org) | [AscensionWIEAP.org](http://AscensionWIEAP.org)

The construction industry has the second highest rate of suicide in the United States at 53.3 per 100,000 workers according to the Center for Disease Control (CDC).

In the U.S. there are approximately 123 suicides per day; that breaks down to one death every 12 minutes.

Suicide is the 10<sup>th</sup> leading cause of death in the U.S.

Help is available. Through the health fund, we have access to the EAP program provided by Ascension Wisconsin. Immediate virtual support is accessible daily, from 8:00am to 5:00pm, along with after-hours crisis support.



## **40th United Association General Convention**

The 40<sup>th</sup> UA General Convention took place August 23<sup>rd</sup> through August 27<sup>th</sup> in San Diego, California. The UA General Convention is held every five years to nominate and elect UA General Officers. In addition to elections, and equally important, is the debate and voting on resolutions concerning the union piping trades and the UA Constitution, which is the governance all UA Local Unions, District Councils and Pipe Trades Associations operate under.

Eighteen delegates were elected by the membership to debate and vote on the resolutions at the general convention. The Business Manager and agents also attended the convention as delegates for a total delegate count of 22 members. Each of the delegates represents 100 members of Local 400. The business agents and manager were finally able to network in-person with managers and agents from other UA locals and thank those who supplied the needed manpower during the Green Bay Packaging project.

### **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>

Local 400 delegates did their business in a professional manner and had thorough discussion on the resolutions presented to them. Over the course of the week, 175 resolutions were debated and voted on, covering jurisdiction, constitutional language, state of association, and resolutions in support of the piping industry. Business Manager Trevor Martin and Local 400 were recognized on the convention floor for the local's donation to the IWSH "Handwash Station Challenge" which provides much needed sanitation solutions to the Navajo Nation. Retired Administrative Assistant to the General President and former UA 400 Business Manager Mark Buss also had the distinct honor of swearing in all the newly elected UA general officers.

Throughout the week, there were guest speakers on a variety of topics. On the first day, U.S. Secretary of Labor Marty Walsh addressed the delegates. Marty Walsh is a card-carrying member of Laborers Local 223 out of Boston Massachusetts. Other speakers were NABTU President Sean McGarvey and MCAA President Armand Kilijian; Former NFL player Alex Willis also presented his Leadership Surge program. Actor Gary Sinise, (Lieutenant Dan from Forrest Gump) spoke to the delegates about his support for veterans and first responders through The Avalon Network, a charitable organization started by Gary, and supported by the United Association.

Overall, the 40<sup>th</sup> United Association General Convention was a success. For the next five years and beyond, the UA is in a good place as a leader in the union building and construction trades. A full report of the convention will be available to all UA members later in the year.



*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.*



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



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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

October 27, 2021, 6:30pm

- Regular October meeting

November 17, 2021, 6:30pm

- Regular Special November meeting
- To discuss the Training Facility Renovation plans

December 15, 2021, 6:30pm

- Regular Special December meeting
- To discuss the Training Facility Renovation plans

Union meetings will take place at the Kaukauna Union Hall