

FROM THE BUSINESS MANAGER



Dear UA Local 400 Pipe Trades Members,

I want to begin by expressing my gratitude for the hard work and dedication each of you brings to the job site, even when faced with the additional complexities that winter presents. We just completed another year of record hours and your commitment to excellence, even in the harshest conditions, is what sets UA Local 400 apart.

Safety is paramount at UA Local 400, and winter brings its own set of safety considerations. Please take the time to review the safety requirements for the contractors you work for and take the time to be safe at home or during any leisure activity you take part in. It's essential that we prioritize our well-being and the well-being of our fellow members.

As I stated earlier in this article, we are coming off another record year and next year looks like another good one. Across the country there will continue to be a manpower shortage for skilled UA hands. That's great news for us but can also lead to some negative situations. The busiest of times can lead to market share loss. We have to stay on top of our local work and continue to man the jobs in our backyards.

As we continue to excel in our craft, let's also remember the importance of giving back. I encourage each of you to consider how you can contribute to these efforts and be a force for good in the communities we serve. We always have opportunities to volunteer and never have enough members to help us. Please contact one of us in the office if you feel you have the time and want to help us out.

I will end this letter with EVERYONES favorite topic...politics. As you know, 2024 is an election year. There will be tons of ads, commercials, and text messages. Some of these will come from the UA and may not side with your personal views. I want to assure all of you that I understand the frustration you may feel, and I respect your political beliefs. Anything that we send out is not meant to sway your personal views and comes from the union as the view to best protect our work and our paychecks. By no means do we want to offend you or have you sway from your true heartfelt beliefs.

We plan on starting a new committee to help the membership better understand why the full-time officers must participate in politics and the importance of working with both sides of the isle. Right now we have four members signed up to help on this committee and we would like to get two more. If you are interested, please contact me. We are also looking into adding a lobbyist some time after the fall elections this year. This is something we will discuss at the January union meeting. If you want to know more about it or feel strongly one way or the other, please come voice your opinion at the January meeting.

In closing, stay warm, stay safe, and continue to embody the spirit of UA Local 400. Your hard work and dedication are the foundation of our success.

In solidarity,
Doug Dokey

WOMEN IN THE PIPE TRADES OPEN HOUSE


March 6, 2024 · 4:00 p.m. to 6:30 p.m.
UA 400 Training Facility • 2700 Northridge Drive, Kaukauna

We will hold our 3rd Women in the Pipe Trades Event on March 6th, 2024! More details will soon be available on our website and Facebook page. We encourage members with daughters to consider attending this event. Or if you know of any other females interested in learning more about the trades, this would be a great opportunity to gain more information.

Find information on the Web!

National - www.ua.org

Local - www.ua400.org



ASSISTANT BUSINESS MANAGER REPORT



Greetings Brothers and Sisters,

As we approach the end of another successful year, I am delighted to share some updates and important information with all our valued members. Your dedication and hard work have been instrumental in the continued success of our union, and I extend my heartfelt gratitude to each and every one of you.

1. Happy New Year:

I hope everyone had a Happy Holiday and New Year. May the New Year bring happiness, good health, and prosperity to you and your loved ones.

2. Year in Review:

Let's take a moment to reflect on the accomplishments and milestones we achieved together this year. Our members have played a crucial role in the completion of various projects, contributing to the growth and success of our local union. We are still waiting for some hours to be reported to us, but we should be at or near record work hours for 2023. Your dedication to excellence is truly commendable.

3. Safety First:

For this time of year in Wisconsin we haven't had much of a winter yet, but rest assured that will change. With snow and ice watch out for slippery conditions. If you have first time winter drivers make sure they understand what it takes to stay safe while driving in winter conditions. Take your young drivers to an empty parking lot so they can see how the snow and ice affects steering and stopping.

4. Training:

Investing in our members' skills and knowledge remains a top priority. Local 400 has some of the best instructors and training in the UA, so even when you are done with your apprenticeship continue to enhance your skills and get as many certifications as you can.

5. Traveling:

There are many travel opportunities around the country; if you want to go to a warm climate during the wintertime or to make extra money on an overtime job, you can do that with the great organization we belong to. As a traveler you have a great responsibility to represent Local 400 as the best trained and skilled UA members out there. When our members travel, we are guests in the local that **allows** our members to be there. Our members need to act accordingly as a guest in someone else's house. Typically, when we talk to other Business Agents from around the country and they hear a Local 400 member wants to travel and work in

their jurisdiction they are more than happy to accept our members because of the great reputation that was built from our members that travel. Recently the Local 400 Business Manager and Business Agents spent a great deal of time apologizing for a traveling 400 member that vandalized some pipe and then quit the contractor. Not only did this member damage the great reputation that so many of our members built over many years of working on the road, but we also had to explain why they shouldn't tell all the Local 400 members to leave their local. Please, if you travel, remember that your actions affect a lot more than just yourself.

6. Save Money during the good times:

Hopefully, this advice is just for our younger members that haven't seen a slowdown in our construction industry. It is a great time to be in our industry and the outlook of work looks strong into the future, but eventually we will see a down time for construction...let's hope many years out. If you are working 50 or 60 hours a week save some of that extra money for a rainy day. I understand when you are working hard it is nice to purchase something you want, but you need to ask yourself if in the future you are working 30 hours a week or laid off, how many weeks can you go without the bill collectors calling you? If you are a week or two out before you run into trouble with not having a full paycheck, you need to curb your spending or change how many payments you have.

Point Beach Nuclear Plant: The next Point Beach Nuclear Plant Outage is tentatively scheduled for October 2024. If you have a clean background history and you haven't worked in a Nuclear plant yet, you should check it out to base your own opinion of the Nuclear work. I am the agent to call if you have any questions for Nuclear work.

Have a Great Winter, Stay Safe.

In Solidarity,
Rob Kosky

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".

BUSINESS AGENT REPORT



The year is coming to a quick close and it looks like winter is upon us already! The local has been fortunate again this year to have everyone working steady. The local has had record work hours again. Work has been very good all year in all sectors of our local. The work outlook currently is very good going into 2024. Currently we have 0 fitters, 2 welders, 2 plumbers, 2 fabricators, and 0 metal trades still looking for work. We have 4 members on the list out on travel, that I hope we can get to come back eventually to help fill our open calls.

During the 2023 calendar year, we experienced many challenges involving jurisdictional work. As leaders of the local, we view this as a very important part of our job! It's our members though that are the eyes and ears to inform us when another trade or unqualified person is doing our work. We appreciate every call we get when these issues arise! These challenges can be very time-consuming for us but is our only way to protect our work and keep our members working. Thank you to all the members who have been diligent in making this right!

Coming back to the local as your referral agent this year I had never seen as many manpower requests as this year go unfilled due to no one being available locally or nationally. Our fab shops have been especially hit hard because of this. The WI state organizers have been successful in finding some new members to help fill this gap but not enough. These individuals are being brought in either on training contracts or as new apprentices based on the experience they possess. Please take the time to introduce yourself and show them your skills and make them feel welcome. These new members, whether they are apprentices or on training contracts are the future of our organization! I know a lot of people want everyone to go through an apprenticeship in our local but sometimes that is just not feasible or does not make sense to do. If you know someone who is interested or has the skills we need please refer them to local 400.

Just a reminder to all the 400 members who are traveling for their contractor out of Local 400's jurisdiction, please be sure to notify the local you are going to, so they are aware you are in their jurisdiction. While you are working there, reciprocity forms with that local should be completed so your benefits are sent back to local 400 and you get credit for all your hours worked. During this time if you are away for a full calendar month, members are liable for the \$31 monthly nonworking dues in Local 400. Per the local 400 CBA you can pay the monthly dues owed and show your employer proof of payment for them to reimburse you.

2024 will be another year of hearing about politics just about everywhere you go or listen to on radio or TV. Your local is very active locally, statewide, and nationally, working with politicians to promote better job conditions, project developments, and to communicate with them to let them know who we are. Unions typically support democrats but the UA and Local 400 supports politicians who support us! We have a lot of republicans that have moved in our direction through learning about us and touring our training center. Our perfect candidate is one that is dead center not far right or far left! Local 400 is trying to get a political committee together; if you're interested, please contact the office to volunteer.

Congratulations

I would like to congratulate all the members who retired from Local 400 in 2023!

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

In Solidarity,
Mike Augustian

2024 Retiree Breakfasts

We will hold two Retiree Breakfasts this year:
Wednesday, April 3rd
Wednesday, October 2nd

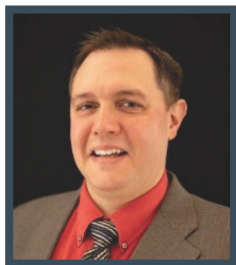
The breakfasts will be held at the hall in Kaukauna and will begin at 9:00am. Our speaker for the April breakfast will be Anna O'Connor with Third Coast Law Group. Please RSVP if you plan to attend by calling the hall at 920.462.0400 or emailing hillary@ua400.org.

2024 Retiree Picnics

Please mark your calendars! Below are the dates for the upcoming retiree picnics.
Appleton Local 458 – Tuesday, August 20th
Fond du Lac 206 – Thursday, September 5th
Green Bay Local 298 – Thursday, September 19th

If you are a retired member of the listed local, you will receive an invitation in the mail this summer. The invitation will have additional details regarding location and time.

BUSINESS AGENT REPORT



Greetings Brothers and Sisters,

I hope everyone is doing well and had a great Christmas and New Year! 2023 is in the books; it sure went by fast!

Fabrication

The fabrication shop workload remains robust. Local 400 currently has full employment in the fabrication industry. One challenge we are facing is adding additional fabrication fitters and welders to our ranks. Positive membership growth in the fabrication industry will allow our signatory contractors to bid and procure additional work and utilize their shops' full capacity. Metal Trades are being requested and hired by most fabrication contractors. If you know anyone who would like to start a career in the fabrication industry, please have them contact Local 400 or register in the career portal on the Local 400 website.

GP Project Cinco

Currently there are approximately 130 UA craftspeople on the Georgia Pacific Project Cinco jobsite. Requests for welders and fitters have leveled off. Both Coenen Mechanical and Tweet/Garot Mechanical are on site for process piping and HVAC. Estimated project completion is late spring of 2024. Project Cinco should continue to be a good project for our members through the winter months.

Metal Trades Information

The Local 400/Team Industries Metal Trades Shop Agreement was completed in Mid-September at the MCA/UA IRC hearing. This agreement was provided to all signatory contractors who employ Metal Trades. Annual wage increases along with 401K match increases are part of the agreement, along with additional education requirements for advancement. With the LU400/Team shop agreement setting minimum requirements, some employers have opted to incorporate elevated wages and additional benefits into their Metal Trades compensation. Copies of the new 4-year agreement are available at Local 400. Local 400 plans to have an informational meeting in February. Meeting notifications will be sent out to the Metal Trades Group.

Community Service

Local 400 is on the Rebuilding Together Green Bay Board of Directors. To have our skilled labor lend a hand in helping low income and elderly homeowners with some much-needed plumbing and piping repairs is a great thing! Local 400 currently has two of four 2023 projects completed. We really need volunteer journeymen plumbers and apprentices. When these projects get going, we can always use an extra set of hands and runners for

parts too. Any volunteer help is greatly appreciated. Please let me know if you can assist in completing these projects. Our goal is to get this 2023 work completed as Rebuild Together is already reviewing 2024 applicants.

Fraternal Committee

The Local 400 Fraternal Committee held the Local 400 Bowling with Santa event on Saturday, December 2nd at Ashwaubenon Lanes. The event had over 170 people in attendance, and a great time was had by all!

The next Fraternal event will be the Local 400 Sporting Clay Shoot on Saturday, April 13th. Details are on the Local 400 website and Facebook. Text messages with a link to sign up will be coming closer to the event.

The Local 400 Years-of-Service banquet will be on Saturday, May 4th. Hall-of-Fame (HOF) recipients are recognized at this event as well. The Fraternal committee is seeking nominations for the Hall of Fame. Nomination forms, along with nomination requirements, are available at Local 400.

Good of the Local

At the December union meeting, the Local 400 Membership approved the purchase of 4 radon detectors, to be available for use by our members. The devices are reusable and can give an average radon reading over several days. They will be helpful in identifying any radon issues in members' homes. Radon gas is the second leading cause of lung cancer in the United States. A sign-out sheet will be available for use of the detectors. Please contact Local 400 with any questions.

Last but not least...

- Congratulations to all who have retired in 2023!
- Thank you to all Local 400 jobsite/shop stewards!

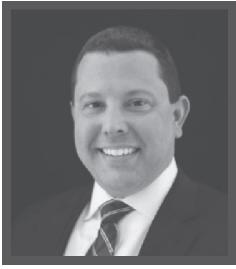
In closing, I hope 2024 is a great year for everyone! If you plan to partake in some winter outdoor fun, stay safe!

Have a great winter season and hope to see you all soon!

In solidarity,
Travis Martin



BUSINESS AGENT REPORT



Hello Brothers & Sisters,

The fourth quarter of 2023 is in the books and the entire year sure went fast. I hope you and your families have had a healthy, fun, and safe winter season to date. It is our most sincere wish that you and your families usher in a new year with health and happiness. We should also remain optimistic as we look to the future.

As we move forward, the first quarter of the new year will bring a variety of work opportunities for Local 400 and its membership. Current, ongoing jobsites will be calling for additional manpower. In different conversations amongst other building trades, general contractors, architects & engineers, the consensus is that this coming year looks promising for a strong workload across all sectors of our industry in Northeast Wisconsin.

Legislative News

There is activity already taking place on the political landscape for next November. As of the writing of this newsletter, we do not have solid information yet on what the re-districting maps will look like for 2024. The state of Wisconsin will again be a battleground state, same as in past years elections. Not only will the U.S. President and Vice President be on the ballot, but Wisconsin will again have a U.S. Senate race to take part in as well, just as we did in November of 2022.

Additionally, candidates have already submitted their nomination papers for the April spring general election vote. City Mayors, County Board Executives, School District Board Members to name a few, will all be on the Spring ballot. Please mark your calendars for the spring primary vote on February 20th and the general election vote on April 2nd. Please educate yourself on the candidates running for office and perform the civic duty of casting your vote at the ballot box. Your continued participation is critical when it comes to casting ballots at the federal, state & local levels of legislative elections. Your unwavering commitment is appreciated, and it plays a vital role in our collective success moving forward. For more information, please visit: myvote.wi.gov

Organizing/Recruitment

Recently, we have added to our ranks a few HVAC/R service technicians & mechanical equipment service tradesmen. A couple of our signatory contractors have seen an up-tick in controls work and signed service maintenance contracts being added to their ongoing book of business. If you know of an individual currently working in the HVAC/R or Plumbing service industry looking to

make a change or join the Local, please have them contact myself or the front office.

Also, we continue to have individuals report to the weld shop here in Kaukauna for weld evaluations and skills testing. Fortunately, a few of these candidates have done a nice job of proving proficiency in the weld booth. The demand has been there to not only organize these individuals, but there is also a demand from our signatory contractors to offer them an apprenticeship in one of our welding career fields. In conversations with the current referral Business Agent, the need for additional people in these fields will continue into the next few months. If you know of an individual currently employed in the pipe, plate and tank welding industries, looking to make a change or join the Local, please have them contact myself or the front office. *We need to grow our membership to man the work.*

Congratulations

I would like to extend a warm and friendly 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. I would also like to congratulate 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 the industry; 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.

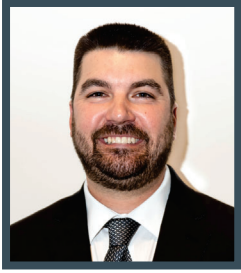
In solidarity,
Dustin R. Delsman



2023 Recipients of the Mechanical Contractors Association of North Central Wisconsin Industry Fund, Inc. Scholarships

- Bradley Demerath, daughter of Cory & Heather Demerath. Cory is a Plumber Journeyman with R.J. Parins Plumbing & Heating.
- Katelyn Scannell, daughter of Dale & Jennifer Scannell. Dale is a Plumber Journeyman with August Winter & Sons.

TRAINING COORDINATOR



Brothers and Sisters,

I hope everyone was able to enjoy the holidays with family and friends.

As we enter the Winter semester of 2024, the training center is preparing for a substantial increase in enrollment, nearing full capacity for classes. Each classroom is scheduled to host sessions every night of the week, reflecting the heightened demand for our training programs. We currently have twenty-one apprentices who are set to start Day School in the upcoming 2024-2025 academic year.

This marks the second consecutive year of experiencing an influx of first-year apprentices beyond the usual numbers. While managing larger apprentice groups presents challenges for the training department, it is important to acknowledge that this growth signifies positive developments. The upcoming years hold promising potential for Local 400, emphasizing our dedication to training.

Certification Classes

Enrollment for certification classes this Winter and Spring is available for Medical Gas, Backflow/Cross Connection, EPRI Rigging, and OSHA 30. Visit the Local 400 website (www.ua400.org) to enroll.

We are also compiling a list for upcoming certification classes such as Basic Valve Repair, Advanced Valve Repair, Virtual Design, and Instrumentation Level I. To express your interest in these classes, reach out to the Training Department. Once a Certification Class is ready to commence, all individuals on the respective list will receive notifications about the schedule.

Plumbers Continuing Education

There will be a three-hour Plumbing Continuing Education class offered at the Kaukauna Training Center on the second Thursday of every month. The next three offerings are as follows:

Thursday January 11th -

Bronze Ball Valve Application and Press Technology

Thursday February 8th - Pro Press Piping Systems

Thursday March 14th -

PVC & CPVC Plastic Piping Systems

The full 2024 continuing education schedule will be posted on the Local 400 website once it is finalized. You can sign up for these classes on the Local 400's website or by scanning the CE Class Listing QR Code below. **Note: In May and September, Bruce Dietzen will be teaching continuing*

education classes to go over the recent Wisconsin code changes.



2024 Plumbing CE
Class Sign-up

Progress Update on Local 400 VDC Program

We are pleased to report significant advancements in the establishment of the Local 400 VDC Program. Following recent approval, essential network upgrades to the training center's infrastructure have been authorized. These upgrades are imperative as VDC classes are expected to impose substantial bandwidth requirements. The enhancements aim to prevent any network lag, ensuring optimal speed during the delivery of high-bandwidth-demanding VDC classes.

Our instructors continue to invest countless hours setting up the curriculum for this program. The tentative plan is to start offering VDC classes during the Fall semester of 2024. We look forward to providing our members with enhanced training opportunities through this cutting-edge technology.

Instructor Openings

We continuously seek to expand our team with part-time instructors. Presently, we are in search of instructors to lead classes in OSHA 30, Basic Computers, and Shop Foreman. Many of our part-time instructors within Local 400 maintain full-time positions in their respective trades, and I commend them for their unwavering dedication to Local 400's training program. If you have an interest in instructing any of our classes at Local 400, we encourage you to contact the Training Department.

Upcoming 2024-2025 Classes

The schedule for the Unpaid Related classes for the 2024-2025 school year will be made available on the Local 400 website no later than April 19th, 2024. Apprentices are encouraged to register for these classes starting from May 10th, with registration closing two weeks before each class begins. Due to high demand, early registration is advisable. For those preferring a hard copy of the class schedule, please contact the Training Department after April 19th, and we will promptly send one via mail.

In Closing

I would like to extend my wishes for a safe and prosperous year to all. Should you have any constructive suggestions for enhancing the Local 400 Training Department, I welcome you to visit and contribute your ideas. Our commitment is to continually position the training department at the leading edge of industry advancements.

Respectfully,
Scott Krejcarek

WELDING COORDINATOR



Brothers and Sisters,

I hope you all were able to enjoy the fall months and spend time with family and friends over the Holiday Season.

UA Weld Certs

Upcoming tentative weld test dates for this winter and into the spring are as follows: January 13th, February 10th, March 9th, April 13th, and May 11th. All individuals must prove proficiency with the welding process they wish to perform. When you are ready to test, please contact Jeremy Meyers or me to check on available test dates and get signed up.

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) or myself (Matt@ua400.org) for availability. Be sure to get your continuity turned in within a timely manner. If you have any questions or concerns do not hesitate to contact me.

Structural Weld Testing

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

CWIPDH Class

If you have a CWI and are in need of Professional Development Hours for your renewal, we will be holding two 8-hour classes with the first class being held Saturday January 20th and the second class January 27th. If you would like to participate in the class, please contact me or email Jasonz@ua400.org.

Interested in becoming a CWI? Your best option for successfully completing the CWI exam is through taking the UA's CWI Prep Course. Course dates and locations are available for 2024; if you are interested contact me to discuss available dates and locations. Classes fill up fast with only 4 options available at this time.

Members that hold UA Weld Certs and are of Journeyman status that may be interested in teaching welding classes please let me know. It is always good for us to have a list of interested members to pull from.

Best Regards,
Matt Stoop

YOUTH APPRENTICESHIP REPORT



The Youth Apprenticeship Program continues to grow steadily. For 2024, LU 400 has 36 active youth apprentices working with 14 of our signatory contractors from 23 local high schools. I expect these numbers to grow heading into spring.

A new year brings new goals, or perhaps brings you closer to completing the ones that are just in reach. Local 400 is a member owned training facility that provides opportunities to achieve lifelong goals in this career. Achieving these goals starts at a young age. Events such as our upcoming Heat Up Your Future Competition is just one way that we are trying to increase interest in our trades.



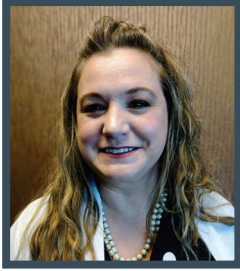
February 7, 2024; 4:00-6:30pm

This completion challenges student teams to complete a pipe stove project based on specific design requirements. Projects are judged on correct dimensions, weld quality, and design/appearance. The competition allows local high school students to test their skill and connect with experts in the trades.

If you know of any high school age students that would like to participate or would like more information, please reach out to Youth Apprentice Coordinator DJ Kloda; djkloda@ua400.org or 715.938.2151.



LOCAL 400 HEALTH FUND



Plan's Funded Status

As of October 31, 2023, the Fund had a "Gross Month Reserve" (considers all assets in the Fund of \$67,386,767) position of 25.4 months (27.7 months as of October 31, 2022) compared to a "Net Month Reserve" (excludes Member Dollar Banks and Incurred But Not

Reported Claim assets) position of 17.7 months (19.2 months as of October 31, 2022).

The average monthly expenses for the period November 1, 2022 through October 31, 2023 were \$2,706,175. This compares to the average monthly expenses for the period November 1, 2021 through October 31, 2022 of \$2,344.928. This is an increase of 15.41%.

Preferred (Prevea) Health Center

To All Active Participants, Non-Medicare Retirees and Dependents:

The Plumbers & Steamfitters Local 400 Health and Welfare Fund has partnered with Prevea Health to host and administer a Preferred Health Center for all eligible members and their eligible dependents. The Prevea Preferred Health Center offers the following services to eligible members and their dependents with no cost-share or out-of-pocket expenses:

- Family Medicine
- Internal Medicine
- Pediatrics
- Physical and Occupational Therapy
- Preventive Care
- Select Labs and Immunizations
- Urgent Care

As a reminder, our dedicated Prevea clinic is located at:

2700 E. Enterprise Avenue, Suite B
Appleton, WI

Keep in mind that you are able to utilize *any* of the 32 Prevea locations in the Local 400 jurisdiction. **If you are an Active or Non-Medicare Retired Participant, please make sure to present your "Blue" Prevea ID card to ensure you receive the special pricing.**

Medicare Retirees are eligible to attend any of the Previa clinics, but they do not participate in the special pricing arrangement as Medicare is their primary source of insurance.

Since the Fund's partnership with Prevea Health began January 10, 2022, through September 30, 2023, the Fund has saved approximately \$291,000 with participants utilizing this program!

Wellness Program – Year 11

All Active Participants and their Spouses are required to participate in the Wellness Program and have a Biometric Screening in Wellness Year 11 (January 1, 2024 – December 31, 2024). If you do not participate in the Wellness Program, or you participate and have a Biometric Screening but do not meet the acceptable biometric ranges and do not complete the required coaching sessions, you will be assessed a penalty of \$50 per month starting June 1, 2025, and continuing through May 31, 2026. If you are married, and both you and your spouse do not complete the requirements of the Wellness Program, the penalty assessed increases to \$100 per month.

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 11 must begin *no later than* January 31, 2025, and be *completed* by March 31, 2025, to avoid assessment of the \$50 penalty (\$100 including spouse) per month starting June 1, 2025, and continuing through May 31, 2026. **Call Case Management Specialists, Inc. (CMSI) at (262) 563-6460 to initiate coaching if you have not received a coaching call within one month following your Biometric Screening.**

REMINDER: If you are going to your own physician to participate in the Wellness Program, be sure to take with you the Primary Care Physician (PCP) Consent and Authorization forms (forms are available at ps400benefits.com 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 on the bottom. You will receive in the mail (or email if you provided your email address on your forms) a CMSI Health Report in approximately two to four weeks. If you do not receive your report, please contact CMSI at (262) 563-6460. 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.

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

Continued on page 9...

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Below are Biometric Screening events for 2024. The dates, times and locations are as follows. Schedule your screening now by visiting ps400benefits.com. Click on the Calendar tab under the Local 400 Health Fund menu. Please contact the Administrative Office at 1-866-562-4004 if you need assistance.

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

- Tuesday through Thursday, August 27th through August 29th, 2024, from 2:30 p.m. - 6:30 p.m.

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

- Wednesday and Thursday, October 9th and 10th, 2024, from 2:30 p.m. - 6:30 p.m.

UA 400, 2700 Northridge Drive, Kaukauna

- Tuesday and Wednesday, April 9th and 10th, 2024, from 2:30 p.m. - 6:30 p.m.
- Monday and Tuesday, May 13th and 14th, 2024, from 2:30 p.m. - 6:30 p.m.
- Thursday, May 16th, 2024, from 2:30 p.m. - 6:30 p.m.
- Tuesday and Wednesday, June 25th and 26th, 2024, from 2:30 p.m. - 6:30 p.m.
- Tuesday through Thursday, July 23rd through 25th, 2024, from 2:30 p.m. - 6:30 p.m.
- Tuesday, October 8th, 2024, from 2:30 p.m. - 6:30 p.m.
- Tuesday through Thursday, November 5th through 7th, 2024, from 2:30 p.m. - 6:30 p.m.
- Tuesday through Thursday, December 3rd through 5th, 2024, from 2:30 p.m. - 6:30 p.m.

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>. When utilizing the program, please enter the Fund's "coupon code" loc400hf to ensure you receive your visit free of charge. 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 ensure the proper paperwork is taken care of. Thanks!

Update your Contact Information

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

Beneficiary Information

Please contact the Administrative Office if you 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 kerri.weckler@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.

Best Wishes for a Healthy and Happy New Year!

Kerri Weckler
Administrative Manager

Local 400 Hall of Fame Nominations

If you know of an individual that has been retired for at least five years and went above and beyond in their contribution to the success of the local, serving as an instructor, officer, committee member, employee or community service volunteer, and you feel they should be considered for a future Hall of Fame induction, please send a letter to the Fraternal Committee and include the following information: the name of the person you are nominating, a list of the reasons you feel this person should be considered and your name and phone #.

Letters can be sent to:
Plumbers & Steamfitters Local 400
Fraternal Committee
PO Box 530
Kaukauna, WI 54130-0530

Fax: (920) 462-0430
E-mail: hillary@ua400.org

Please have your letters mailed in no later than February 15th, 2024.

Current Members of the Local 400 Hall of Fame are: Don Abitz, Gary Allen, Bill Bassett, Paul "Wally" Bongers, Gary Brozek, Mark Buss, Greg Choudoir, Roland Choudoir, Art Corroy, Lil Court, Lois Dennee, Glen Fay, Lonny Hanson, Tony Hawke, Wayne Lamers, Jim Martin, Don Moore, Carl "Bud" Moss, Al Nelson, Joe O'Neil, Robert Radka, Carl Recker, Katie Ritchie, Jerry Sheahan, Mike, Sturdivant, Gene Van Lankveldt, Roger Walbrun, Larry Wing and Ralph Zoerner.

LOCAL 400 DEFINED BENEFIT PENSION PLAN

Recent Investment Performance

As of September 30, 2023, the Plan held total assets of \$224,306,427. The Plan had an actual investment return of 4.3% for the 9-months ending September 30, 2023. This compares to the assumed actuarial rate of return of 5.0% 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 September 30, 2023, the Plan held \$336,816,250 in assets. The Plan had an actual investment return of 5.5% for the 9-months ending September 30, 2023. This compares to the custom benchmark of 4.0% for the same time period.

Asset and Participant Status – 401(k) Plan

As of September 30, 2023, the Plan held \$56,327,622 in assets. As of October 1, 2023, 1,064 members were actively deferring into the Plan. Of the 1,064 members actively deferring into the plan, 519 of them are deferring post-tax “Roth” hourly deferrals. The next enrollment period is April 1, 2024. Should you elect to join the Plan or change your deferral amount, please have your enrollment/change form to the Administrative Office no later than March 10th.

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

401(k) 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.

	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.

Annual Maximum Deferral Amount for Calendar Year 2024

Please note the annual maximum deferral amount for calendar year 2024 is \$23,000 if you are under age 50 or \$30,500 if you are age 50 or older at any time during 2024. You can elect 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.

Continued on page 11...

...Continued from page 10

You may contact the Administrative Office for an election form or download the form on the Fund's website ps400benefits.com. 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 10th 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) account 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 you can view your account balances as well as make changes to your 401(k) investment elections through Milliman's website, 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 kerri.weckler@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 ensure the proper paperwork is taken care of. Thanks!

Update your Contact Information

In the event you change your place of residence or change your phone number, 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 Administrative Office.

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

Best Wishes for a Healthy and Happy New Year!

Kerri Weckler
Administrative Manager

RETIRED, DECEASED AND 50-YEAR MEMBERS

January 2024

RETIREES

<u>Last Name</u>	<u>First Name</u>	<u>Retirement Date</u>
Harlan	Robert	12/1/2023
Lentz	James	11/1/2023
Parthie	Timothy	6/1/2023
Petrie	Robert	12/1/2023
Stammer	Robert	1/1/2024

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>
Benson	Gibbar	11/25/2023
Bubolz	Eugene	9/18/2023
Burlo	Richard	9/17/2023
Drexel	Wayne	12/4/2023
Hale	Allan	11/26/2023
Huck	David	9/15/2023
Laamanen	Floyd	12/4/2023
Plocar	Ronald	12/20/2023
VanLanen	Kenneth	12/23/2023
Vohen	John	9/27/2023
Wiehr	Edward	9/8/2023

Our deepest sympathies to the families of our deceased brothers.

50-YR MEMBERS

<u>Last Name</u>	<u>First Name</u>	<u>Gold Member Date</u>
Birr	Michael	10/1/2023
DeCoster	James	9/18/2023
Gerrits	Leonard	10/1/2023
Gerrits	Michael	11/14/2023
Kalmes	Timothy	11/12/2023
LeBreck	Jeffery	11/14/2023
Pinto	William	10/1/2023
Rohr	Michael	11/14/2023
Schuler	E. Oscar	9/18/2023

Congratulations on 50 years as a member!

2024 Minimum Union Dues

(There will be no change to the dues rate from 2023 to 2024.)

	<u>Criteria</u>	<u>Dues Rate</u>
Retired	<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)
	<u>Retired</u> Members who have not reached Age 62 (including Retired Disabled).	\$31.00 per month (same as active members)
	<u>Retired</u> Members with 40+ years in the local who have not yet turned Age 62.	\$8.00 per month
Active	<u>Active</u> Members (Non-Working Dues) who have reached Age 65.	\$24.00 per month
	<u>Active</u> Members (Non-Working Dues) who have not reached Age 65.	\$31.00 per month
	Bay Shipbuilding Active Members	\$32.00 per month

Retired members who turn 62 start 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 the bylaws, 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.



206 Retiree Jackets

Pictured here are, left to right, are 62-year member Eugene Schumacher, initiated in 1961 and 70-year member Jim Duley, initiated in 1953. This photo was taken during the Fond du Lac Carhartt Jacket Pick-Up Event on December 12th.

Medicare Retiree Luncheon

On December 19th LU400 retirees were invited to an information session and lunch at our hall in Kaukauna. Representatives with Benesys and RetireeFirst were on hand to discuss and answer questions regarding the Medicare Advantage Plan.



Community Service Update

Local 400 would like to say “THANKS” and recognize all the UA members and family members who volunteered their time to assist those less fortunate this past year. Members participated in the Heat's On Program, Salvation Army Bell Ringing, and Rebuilding Together of Green Bay. If you see one of these members, please ask them about their experiences. We're always in need of additional volunteers. Thanks again for volunteering-you made a difference in many lives. We are sorry if we missed you and you were a volunteer!

Heat's On Program:

Wade Anderson	Hannah Klotz
Mike Augustian	Joe Klotz
Nick Bouvat	Tom Knaus
Ian Brace	Me.Quon Komanekin
Andy Brolin	Rob Kosky
Patrick Carlson	Rodney Kudrna
Austin Chase	Jeff Larsen
Jim Clark	Austin Lemere
Mike Darnick	Ryan Lindmark
Ray Delgado	Travis Martin
Dustin Delsman	Ron McAbee
Mike DeVasure	Gary Nelson
Dan Eckert	Ron Peters
Garrett Engel	Kirk Rademaker
Jason Everard	Chase Reinke
Riley Franks	Carrie Rouse
Bob Gonzalez	Gordie Sannes
Bob Gonzalez Jr	Bob Stammer
Tyler Goral	Pete Stoeger
Jim Hooyman	Ray White
Dan Julius	Dennis Wruck
Justin Karls	

Salvation Army:

Mike Augustian	Mike Ott Family
Joe Brenner Family	Kirk Rademaker
Jim Clark	Lori Rademaker
Patrick Carlson	Nick Reinke Family
Tara Carlson	Nick Reitzner Family
Doug Dokey	Bryan VanBeaver Family
Tracie Dokey	Chris Voet
Todd Dums	Randy Vohen
Makayla Dums	Lisa Vohen

Rebuilding Together:

Doug Blaser
 Doug Dokey
 Tom Dokey
 Mike Ellison
 Brandon Kahler
 Travis Martin
 Ray Rabas

Please patronize the following businesses that made a monetary donation or donated materials for our programs:

Associated Bank	Grand Chute Lions Club	IBEW Local 158	Red Cross
Benesys	Green Bay Labor Council	JF Ahern Co.	T&A Distributing
Fox Valley Labor Council	Hayes Mechanical	Johnstone Supply	TSI Green Bay

The **Heat's On Program** is in partnership with the Mechanical Contractors Association of North Central Wisconsin. Without their assistance, we would not be able to offer the service we currently provide for the low-income/elderly homeowners. This year's contractors who supported our efforts were:

Anderson HVAC	Bassett Mechanical	Best Mechanical
Great Lakes Mechanical	Groeschel Company	Hayes Mechanical
Hurckman Mechanical	JF Ahern Co.	Johnson Controls
Trane Service	Tweet/Garot Mechanical	


Thanks again to all of you who make Local 400 the best and most community service-minded building trades local in Northeast Wisconsin!


Sincerely,

Mike Augustian	Travis Martin
Business Agent	Business Agent


2024 Local 400 Fraternal Event Schedule


Contact Business Agent Travis Martin at 920.462.0403 or travis@ua400.org with any questions regarding these events. You can RSVP online by following the links below, or scan the QR code to the left of each event to fill out the RSVP form.


 **4th Annual Local 400 Lowell Duenweg Sporting Clay Shoot**, Saturday, April 13th, 8:00am registration; 9:00am shotgun start at Little Creek Lodge in Suamico. The cost is \$10.00 per person, includes door prizes, lunch, and a round of sporting clays. Refreshments will be available for purchase. Please RSVP by Sunday March 31st at <https://forms.office.com/r/cVze9LMkbu>

 **Fraternal 400 Years of Service Banquet**, Saturday, May 4th at Van Abel's of Hollandtown in Kaukauna. Social hour begins at 11:00 am and a country-style meal will be served at 12:00pm. The cost is free. Spouses/guests are welcome. Please RSVP by Sunday, April 21st at <https://forms.office.com/r/1Tpfblc9ra>

 **25th Annual Local 400 Golf Outing**, Saturday, June 1st, 7:00am registration; 8:00am shotgun start at Hickory Hills Country Club in Chilton. Cost per golfer is \$20, which includes 18 holes of golf with power cart, two drink tickets and lunch. Teams of four; however, if you are interested and do not have a team, we will work to place you with an available team! RSVP by Sunday, May 19th at <https://forms.office.com/r/HKyvdD8NWB>

 **Member Pig Roast/Union Meeting**, Wednesday, July 17th, in conjunction with the Regular July Union Meeting. For members only. The cost is free. Pork, beer and soda will be served after the completion of the meeting. Meeting starts at 6:00pm. Please RSVP by Wednesday, July 3rd at <https://forms.office.com/r/7898Ez2xAS>

 **Fraternal 400 Family Day**, Saturday September 7th, 9:45am registration, 10:00am start at Badger Sports Park in Appleton. The cost is \$10.00 per family (2 adults/4 children). \$5 for each additional child. Includes unlimited passes for the following attractions from 10:00am to 2:00pm: laser tag, go-carts, batting cages, non-ticketed video games, mini golf, mini bowling, and inflatables. Food and refreshments served 11:00am to 1:00pm. Please RSVP by Sunday, August 25th at <https://forms.office.com/r/uLPhQhnsT1>

 **Fraternal 400 Bowling with Santa**, Saturday, December 7th, 10:45am registration; 11:00am start at Ashwaubenon Bowling Alley. \$10 donation to a chosen charity (TBD). Includes bowling, pictures with Santa, pizza buffet, soda and a cookie decorating station. Please R S V P by Sunday, November 24th at <https://forms.office.com/r/s8SKMab2MF>



Bowling with Santa
The Local 400 Fraternal Committee organized our Bowling with Santa event, which was held on December 2nd. The event was well attended and enjoyed by members and their families.





National Appreciation Week Proclamation

Tammie DeVooght Blaney, Regional External Affairs Specialist with the Office of Governor Tony Evers visited and presented Local 400 with a National Apprenticeship Week Proclamation from the Governor's office. Business Agent Dustin Delsman is pictured with Ms. DeVooght Blaney. This proclamation serves as a reminder of the importance of our apprenticeship program, and is especially meaningful during a year that we celebrate a record number of first-year apprentices.

Lieutenant Governor Visit

On November 15th LU400 welcomed Lieutenant Governor Sara Rodriguez for a visit and tour of our hall in Kaukauna. Pictured here, left to right, are Assistant Business Manager Rob Kosky, Business Manager Doug Dokey, Lt Governor Sara Rodriguez, Business Agent Dustin Delsman and Training Coordinator Scott Krejcarek.



TWBN

LU400 members (front left to right) Genna Borths, Jessica Gillespie, Riley Franks and Grace Tollar represented Local 400 at the Tradeswomen Build Nations Conference in Washington DC in early December.

Joe Rupiper

Member Joe Rupiper (right) was able to join his grandson Kyle Zuleger (left) on the job site at McKinley Paper in October. Joe is a 45 year member and his grandson is a 1st year steamfitter apprentice.





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

All meetings begin at 6:30pm and will be held at the Union Hall in Kaukauna

January 17, 2024

Regular meeting

February 21, 2024

Regular meeting

March 20, 2024

Regular Special meeting

Delegate Nominations for

Wisconsin Pipe Trades Convention

April 17, 2024

Regular Special Meeting

Delegate Election for the

Wisconsin Pipe Trades Convention

Potential Wage Increase Allocation Discussion

May 15, 2024

Regular Special Meeting

Discussion and Vote on Wage Increase Allocation

June 19, 2024

Regular meeting

July 17, 2024

Regular meeting

Member Pig Roast

August 21, 2024

Regular meeting

September 18, 2024

Regular meeting

October 16, 2024

Regular meeting

November 20, 2024

Regular meeting

December 18, 2024

Regular meeting