

**FROM THE BUSINESS MANAGER**



Brothers and Sisters,

I am sure most of you have had enough of the political rhetoric via various media outlets over the past several months. I'm not trying to wish our fall away, but I will be glad when November 5<sup>th</sup> is here and gone.

It's none of my business whether you are a Trump supporter or in the Harris camp, or while far-fetched, maybe you are still holding out for a third party. If I told you I'm excited for either party's nominee, I would be lying. But nonetheless, it is what it is. My personal views are not much different than many members I suspect; I'm pro-gun rights, I'm pro-worker rights, I'm also pro-business, and I'm against Right-To-Work laws. I believe workers have the right to a safe workplace and should be treated with dignity and compensated with a fair living wage for their skill. That said, I cannot stress enough how important it is to get out and vote. Every member should be exercising their right to vote. Who you vote for is based on your personal opinion of the candidates and what they stand for. If you would like to discuss either candidate with me, feel free to reach out and we can have that conversation. I don't know if either candidate will solve the many issues that the American worker faces but voting for who I think will be our best chance to support union workers' rights is in our best interest. Some call it "voting your paycheck" but in the end, I ask that everyone consider what are the most important issues for you and your family and exercise your right to vote.

I am approximately two years into being elected as your Business Manager and it has been a great two years. We have a great staff of full-time officers that are all dedicated to helping the membership and growing the local. We also have two of the absolute best office professionals that we could ask for. The Training Department is also staffed with top notch members and another great office professional. I cannot stress it enough; these individuals are instrumental in keeping the local moving forward and creating a great environment for educating our apprentices. Thank you to all of the staff here at the offices and know that your work is appreciated and respected.

Lastly, we have been discussing effective ways to communicate with the membership, while also being mindful of everyone's time as well as costs to the local. Beginning in 2025, we will start publishing two newsletters per year - one in the summer and one in the fall. In

between newsletters, we will publish short video clips, from either myself, one of the agents or our coordinators. These video clips will be available through a link and can be viewed via your computer or other mobile devices. The link will be sent via push notification, text, and email. We feel this will enable us to get real-time information out to you when it is relevant. It will also save the local financially, cutting down on printing and postage costs.

I hope everyone had a great summer and if you are a hunter, good luck this fall!

Respectfully,

In solidarity,  
Doug Dokey

**Upcoming Holiday Wage Schedule**

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

- November 28<sup>th</sup>, 2024  
(Thanksgiving Day)
- Tuesday, December 24<sup>th</sup>, 2024 after 12:00pm  
(Christmas Eve Day)
- Wednesday, December 25<sup>th</sup>, 2024  
(Christmas Day)
- Wednesday, January 1<sup>st</sup>, 2025  
(New Years Day)

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

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

## **ASSISTANT BUSINESS MANAGER REPORT**



Greetings Brothers and Sisters,

I hope this newsletter finds you in good health and high spirits. By the time you receive this newsletter we will have celebrated Labor Day, and it will be October. Get out and enjoy the Fall Season before it is gone. One of the reasons why I live in Wisconsin is because I enjoy the change of seasons. This year I hope we get a winter season that you can enjoy your favorite winter activities. Stay safe and stay warm when the snow flies.

### **Fincantieri Bay Shipbuilding**

Bay Shipbuilding is experiencing a high workload and asking Local 400 for extra support; if you want to go, please contact me.

### **Kewaunee Nuclear Plant Decommissioning**

I am happy to report we have nine (9) Local 400 welders and one (1) CWI working on the decommissioning of the old Kewaunee Nuclear Plant. Local 400 had no part of this work, which means our members did not have these paychecks or extra work hours until Business Manager Doug Dokey saw the value in going after this work and he made it happen.

### **Point Beach Nuclear Plant**

Point Beach fall outage will start October 12<sup>th</sup>, 2024. I encourage any member with a clean background to go out for an outage so you can get some nuclear experience. When work slows down it will benefit you to have as many work options as possible. The work is clean, precise, and very safe. The next Point Beach outage will be March 22<sup>nd</sup>, 2025. Please call me with any questions.

### **On-Line Dispatch**

This system gives the membership the most information they have ever had access to. The more you use the system the easier it is to navigate, especially when you follow the directions that were mailed and emailed to all members. Recently we had a large layoff from a long-term job and some members were in a panic because they had not signed up or used the On-Line Dispatch system yet; do yourself a favor and get used to the system before you must use it to look for a job. If you use the QR code on the back of your membership card to sign in, it must be a current 2023-2025 membership card.

### **Travel Opportunities**

If you travel out of Local 400 Jurisdiction (18 counties) it is up to you to check in with the Local you are working in. Some specialty agreements have this requirement; it is up to you to understand what agreement you are working

under. If you have any questions, please call a Business Agent.

### **The Elephant in the Room - Presidential Election**

I will repeat this again from our last newsletter...

I am not a big political guy except when the politician's decisions impact our Great Union and the protections that the ones that came before us fought for. I don't like the far left or the far right because neither of these radicals do much for the working class. I also value my rights when it comes to firearms, just as much as the next construction worker, so I don't want to see those rights taken away.

I know a number of members will vote Democrat and a number will vote Republican, I just ask that you base your decision on true facts, not what you heard on CNN or Fox News. We have enjoyed many years of constant work in the construction trades and with the Bipartisan Infrastructure Law we should have many more good years of work. With the stroke of a pen a new President can pull funding for the Bipartisan Infrastructure Law and shutdown years of future work. As Local 400 members we need to stick together as brothers/sisters because we have too many outside entities trying to tear us apart. Because of the freedoms we have in this great country you can vote however you see fit. Please respect each other no matter how a person votes.

I am sure, like many of our members, I cannot wait until the election is over and we can move on as a Local with a great future ahead of us.

In Solidarity,  
Rob Kosky



Find information on the Web!  
**National - [www.ua.org](http://www.ua.org)**  
**Local - [www.ua400.org](http://www.ua400.org)**

A faint illustration of a laptop computer in the background of the text box.

## BUSINESS AGENT REPORT



The summer had more open calls than I could ever remember, providing a lot of opportunities for our members to go to work. The end of summer unfortunately has been a different story but right now opportunities are starting to come back in again. As we head into the fall, we don't have any larger projects like we've been accustomed to over the last few years, other than the shipyards. Currently we have 4 fitters, 4 welders, 3 plumbers, 5 fabricators, and 1 metal trades still looking for work. We have 11 members on the list out on travel.

I would like to talk about the new referral policy again, give updates on some issues, and provide helpful tips since the system changed. Some members are still calling in to put themselves onto the referral list. This isn't necessary anymore since the member is able to put themselves on the list immediately all on their own. The exception to this is if you are an apprentice or training contract member – those individuals still need to call the referral line. The reason for this is so we can have a conversation with these members to make sure there are no issues that need to be addressed. Just a reminder, if your employer informs you on a Thursday that your last day of work will be on Friday and you want to go to work the following Monday, please sign the referral list at the end of the day on Thursday so you're able to put in for a job starting on Monday. If you wait to put your name on the list on Friday, your chances of going to work on Monday will be less because you won't be able to put for a job until Friday night. If quitting a job, members should not be signing the list until they leave the jobsite!

When viewing the jobs in the “view open job orders” tab, click on the job number to open the job to see more job information or qualifications that are required. At 5:01 each day when the system opens for members to put in for jobs, please make sure to go to the “job request” tab and not “jobs”. If you need your work history, you can go to the “web version” then “view job history” to get this information at any time. If you have a computer, it is a little easier navigating this system by going to gotomyunion.com versus using the app on your phone. Thank you to all the members for having the patience to work through any issues or problems. We will assist anyone that needs help getting on the referral list, loading the app, bidding on jobs, changing personal info, etc. The new app gives the members a lot more access to their personal information and the ability for the member to update it themselves if they wish to.

I would like to remind anyone who is currently laid off to view the open calls daily and put in a priority on any job you might be interested in. Jobs are added to the system as they come in during the day and it is live time on the app or through your desktop on your computer. As always, we are here to help anyone; please feel free to call with questions, text, email or just stop by.

The Heat's On program was recently held in Brown County on September 21st. We had 9 different contractors participate in this year's event, to service 31 homes for low income, less fortunate people over 60 years of age. If it weren't for the service techs and the contractors, this program would never be a success. We had 21 service teams go out and a total of 48 volunteers! Having this many volunteers and more importantly service techs make running this program less stressful and go much easier! Thank you to all who volunteered to take time on a Saturday to do this!

### Congratulations

Congratulations to all the recent Local 400 retirees since the last newsletter!

I hope you and your family enjoy the beginning of fall, and good luck to all the hunters! I hope to see you at the next Union meeting or one of the events the local is sponsoring.

In Solidarity,  
Mike Augustian

The Mechanical Contractors Association of North Central Wisconsin Industry Fund will provide two \$2,000 scholarships for sons and daughters of members of Plumbers and Steamfitters Local 400.



Follow the QR code to apply!

Deadline for Submission is  
**November 1<sup>st</sup>, 2024.**

## **BUSINESS AGENT REPORT**



Greetings Brothers and Sisters,

With fall now here and the leaves starting to change, I hope your summer was great and this report finds you well!

### **Fabrication**

Overall, the fabrication shop workload remains steady. Local 400 has been fortunate to have fabrication hours come our way from the Microsoft project in the Racine/Kenosha area. The first order is for 50,000 hours of fabrication, and there is the potential to have over 100,000 hours come to Local 400!

Several of the fab shops are experiencing an uptick in work and have backlog to the end of 2024. Many of the shops are working overtime also. Another positive sign for fabrication is investment in the utilities and energy sectors. There is approximately twenty-five billion dollars of energy and power uprate investments that will take place in Wisconsin over the next five years. We expect some of this work will require prefabricated piping.

Organizing skilled fabricators and welders for the shops is challenging given the wide array of work the shops perform. With the great training at Local 400 and having shops willing to invest in their workforce through apprenticeship and organizing, we can achieve member growth in the fabrication industry. Positive growth will allow our signatory contractors to bid and procure more work and utilize their shops' full capacity.

There are also entry-level fabrication opportunities for Metal Trades. 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, [www.ua.400.org](http://www.ua.400.org).

### **GP Project Cinco**

Project Cinco wrapped up around the end of June. Peak numbers were approximately 150 UA members working on the project. Thanks again to all Local 400 Brothers and Sisters who helped with the project's success. Thanks also goes to jobsite stewards Kurt Rosin and Tom King, for representing Local 400 and all UA members at the site.

### **Metal Trades Information**

The next Metal Trades Informational meeting will be on Tuesday, October 22<sup>nd</sup> from 3:00PM to 5:30 PM.

Classes for advancement in Metal Trades classification are available. Please note, you can take advancement classes ahead of schedule prior to working the required hours in

the Metal Trades agreement. Doing this can ensure a smooth transition into the next Metal Trades classification.

The Local 400 Training Department can assist with more details and training information. **Remember, it is your responsibility to contact Local 400 and verify work hours and training for advancement.**

### **Community Service**

Local 400 is on the Rebuilding Together Green Bay Board of Directors. Rebuilding Together assists elderly and disabled persons in the community be able to continue the dignity of living in their homes. We really need volunteer journeyman 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 the remaining 2024 work completed as soon as possible, as Rebuilding Together is already reviewing applicants and projects for 2025.

### **Salvation Army Bell ringing is right around the corner!**

Each year around the holidays, Local 400 members ring "The Bells of Labor" for our Local Salvation Army Chapters. If you and your family would be interested in ringing bells for a few hours in the Appleton area, please contact Local 400 and we will get you signed up!

### **Fraternal Committee**

The Local 400 Family Day at Badger Sports Park took place on Saturday, September 7<sup>th</sup>. Over two hundred Local 400 members and their families participated in this year's event! A great time was had by all, and the Fraternal Committee did a great job grilling the burgers and hot dogs!

The next Fraternal event is Bowling with Santa, on Saturday, December 7<sup>th</sup> at Ashwaubenon Lanes. Sign up is available on the Local 400 website, and the QR codes posted at Local 400 and in the Newsletter. Text messages and push notifications with sign-up links will be coming out closer to the event as well. Hope to see everybody there!

Please mark your calendars for the 2025 Years-of-Service/Hall of Fame Banquet on Saturday, May 17<sup>th</sup>. The Nomination form for the Local 400 Hall of Fame is available on the Local 400 website, and paper forms are available at Local 400.

### **Good of the Local**

On November 8<sup>th</sup> to the 13<sup>th</sup>, some of the Local 400 pension and health fund trustees will be attending the International Foundation's 70<sup>th</sup> Annual Employee Benefits Conference and Training in San Diego, CA.

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As the Profit Sharing/401K plan liaison, I will also be attending. The conference will cover many topics including fiduciary responsibilities, plan design, risk management, and DOL compliance. Other seminars will include takes on the current retirement landscape and daily keynote speakers.

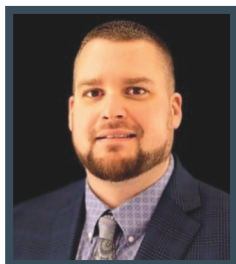
Special thanks to the Fraternal Committee for their good work with this year's events! Be sure to thank these guys when you see them: Gary Allen, Joe Brenner Sr., Jason Everard, Dan Jones, Cyle Kuether, Mike Ott, Kirk Rademaker, Brad Schampers, and Joe Smet.

Last but not least, thank you to our jobsite and shop stewards; your willingness to represent Local 400 and your coworkers on the job every day is appreciated!

In closing, I hope to see you soon at an upcoming union meeting or fraternal event. Be sure to get out and enjoy the fall colors! For those heading to the outdoors for some hunting or fall fishing action, be safe and have a great time!  
In solidarity,

In solidarity,  
Travis Martin

## **WELDING COORDINATOR**



### **Weld Continuity**

Have your contractor fill out and send to [Mstoop@400jafc.org](mailto:Mstoop@400jafc.org). We do our best with sending the membership reminders by email and mail but it is ultimately your responsibility to keep your certifications up to date.

### **UA Weld Test Dates**

Tentative weld test dates for the fall and into the winter will be as follows: 10/19/2024, 11/16/2024, 12/14/2024 and 1/11/2025. Please note October and November test dates will be on the third Saturday as opposed to the typical second Saturday of the month. These dates are tentative and may change if necessary.

### **Structural Weld Testing**

Members interested in acquiring the WI State Structural Certification should contact myself or Jeremy Meyers to schedule a test. We can get you in on most weekdays during regular business hours. If you have a State Structural Certification that you acquired with a contractor, please provide the welding department with this information so that it can be saved under your profile within our system. Due to WI DSPS online changes, members will now be

responsible for uploading their qualification information to their individual account with the state.

### **Weld Shop**

This past summer we took on the project of getting the weld shop repainted; this was a sizable project but was ultimately worth the effort. If it's been a while since you have been in the shop feel free to stop in and check out the refreshed shop that our members use for training. I ask everyone to do their best with housekeeping when using the facility.

### **New Email Address**

Those of us in the Training Department have recently received new email addresses. My new email address is [Mstoop@400jafc.org](mailto:Mstoop@400jafc.org). All emails sent to my former email should be forwarded to my new email. If for some reason you send an email to my old address and don't get a response, please feel free to contact me.

### **CWI Prep Course**

It looks like the Local may be hosting one of the UA's CWI Prep Courses in 2025; if you are interested or have any questions regarding this process feel free to contact me. This is a UA Regional Training Course; enrollment has not yet been opened. I expect this class to fill within days of enrollment opening. You will need to have myself or the Training Coordinator get you registered for this class.

Best Regards,  
Matt Stoop

## **2024 Local 400 Fraternal Events**

Contact Business Agent Travis Martin at 920.462.0403 or [travis@ua400.org](mailto:travis@ua400.org) with any questions regarding the Fraternal 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.



**Fraternal 400 Bowling with Santa**, Saturday, December 7<sup>th</sup>, 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 RSVP by Sunday, November 24<sup>th</sup> at <https://forms.office.com/r/s8SKMab2MF>

## **BUSINESS AGENT REPORT**



Hello Brothers & Sisters,

The first nine months this year sure did move quickly; it's tough to believe we are already halfway through October. I hope you and your families have had a healthy, fun, and safe autumn season to date.

We should remain optimistic as we look to the future. Quite frankly, the fact is that UA work looks bright for the remainder of the calendar year and into 2025. Current, ongoing jobsites and a few fab shops will be calling for additional skilled manpower.

### **Enbridge Energy's Line 5 Relocation**

The Wisconsin Department of Natural Resources recently released its final environmental statement on Enbridge Energy's Line 5 Relocation Project, representing a significant step toward approval of necessary DNR permits. While not the final step in the regulatory process, this is a huge milestone in moving the project forward. The proposed project will construct a new, replacement segment of the Line 5 pipeline around the Bad River Reservation, infuse millions of dollars in construction spending into local communities, create over 700 family supporting union jobs, and preserve the flow of essential energy that millions of consumers in the region rely on every day. This step is in large part the result of your advocacy. You are among thousands of supporters who have signed petitions and participated in public hearings to stand up for this project that has been stalled for far too long.

### **Political Action**

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. Voters will elect eight candidates to serve in the U.S. House of Representatives too. There has been and currently is a plethora of activity taking place on the political landscape for this coming November. (99) state Assembly seats and (16) state Senate seats (even numbered districts) will be up for grabs. Please mark your calendars for the General Election vote on November 5<sup>th</sup>.

Educate yourself on the candidates running for office and the policies they are campaigning on. 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 levels of legislative elections. Your unwavering commitment is appreciated, and it plays a vital role in our collective success moving forward.

Additionally, please take a moment to review the center insert in this month's newsletter. While you and your families may not have moved recently, back in February, the state's legislative district boundaries were re-assigned & voted into law as Wisconsin Act 94. In short, some of you will have different candidates appearing on your ballot for election this fall than what you're normally familiar with. For more information, please visit: [myvote.wi.gov](http://myvote.wi.gov).

### **School District Referendums**

Wisconsinites in November will choose whether to approve nearly \$3.5 billion in referendums to build, renovate or maintain schools across the state. Here in our jurisdiction, we have over (25) school districts going to referendum. These include Green Bay at \$183 million, Kaukauna at \$198 million and Sheboygan at \$121 million, to name a few with larger scopes of work. These community investments would improve safety & security, inadequate classrooms & support areas, and aging infrastructure. These are potential projects for our signatory contractors to bid on, with plumbing and HVAC systems that are in poor operating condition &/or inefficient and at the end of their service life.

### **Membership Growth**

Local 400 continues to add to our ranks newly organized HVAC/R service technicians, mechanical equipment service tradesmen, plumbers, and welders. This effort has resulted in net-positive growth for our Local, now and into the future. We have eclipsed twenty-one hundred active, working members. This includes over four-hundred total apprentices. With that said, we have experienced labor shortages in the past here at Local 400 with some calls going unfilled. With projects gearing up and some already in production, one of the main trials has been to man these jobs. There is no substitute for a skilled, seasoned workforce of journeyman and women. We could use your assistance in these efforts. If you know of an individual currently working in any sector of our industry looking to make a change or join the Local, please have them contact me or the front office. *We need to continue to grow our membership to man the work.*

### **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".

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**Congratulations**

I would like to extend a warm and friendly welcome to all new members of Local 400, whether it be the newly indentured Local 400 apprentices, metal trades, mechanical equipment service tradesman or newly organized members. 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



**Signing Day**

On September 20th, UA 400 and the Mechanical Contractors Association (MCA) held its 4th annual Apprentice Signing Day at the Local 400 Training Center. This year's event recognized 101 first-year apprentices including 22 Fabricators, 24 HVAC-R Service Technicians, 22 Plumbers and 33 Construction Steamfitters.

**Graduation Banquet**

On October 3<sup>rd</sup>, Local 400 held the 24<sup>th</sup> annual Apprentice Graduation Banquet. This year's event was held at Van Abel's of Hollandtown.



## LOCAL 400 HEALTH FUND



### Plan's Funded Status

As of July 31, 2024, the Fund had a "Gross Month Reserve" (considers all assets in the Fund of \$72,511,290) position of 25.7 months (25.9 months as of June 30, 2024) compared to a "Net Month Reserve" (excludes Member Dollar Banks and Incurred But Not Reported Claim assets) position of 18.3 months (18.5 months as of June 30, 2024).

The average monthly expenses for the period August 1, 2023, through July 31, 2024, were \$2,979,797. This compares to the average monthly expenses for the period August 1, 2022, through July 31, 2023, of \$2,617,343. This is an increase of 13.8%.

### 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 Prevea clinics, but they do not participate in the special pricing arrangement as Medicare is their primary source of insurance.

As a reminder, Dr. Rory Fry and Dr. Hannah Tumilty are your new family medicine providers at the Center for Health & Wellness. Drs. Fry and Tumilty can address your

individual health care needs and welcome the opportunity to serve as your primary care provider.

They can see you for unexpected health issues and illnesses while keeping tabs on your overall health with regular health exams. By talking about lifestyle habits and changes, their main goal is to prevent diseases and illnesses before they start – helping you and your family stay healthy and feeling well.

- Preventive care, such as physical and well-child exams
- Chronic disease management for high blood pressure, diabetes, cholesterol, etc.
- Acute care for allergies, burns, pink eye, etc.
- Immunizations and health screenings
- Lab services

To schedule an appointment with either doctor, or any of the other providers at the Center for Health & Wellness in Grand Chute, we encourage you to call (844) 410-8613. For your convenience, more information about your health and wellness center is available at: [prevea.com/GrandChuteCFHW](http://prevea.com/GrandChuteCFHW)

### WEAP Website Changes

Ascension Employer Solutions EAP is changing over to a new website address. The current website address will still direct you to the EAP site, however, you will begin to see the new website address on mailings and on new member ID cards. To access your Ascension EAP by web, please visit [www.ascensioneap.org](http://www.ascensioneap.org). If you prefer to access by phone, please call 1-800-540-3758.

### CarePlus Dental Participants

If you are currently enrolled in CarePlus Dental and would like to terminate coverage or switch to Delta Dental before Open Enrollment, please contact the Fund Office by calling 1-866-562-4004 or sending an email to [cheryl.hanson@benesys.com](mailto:cheryl.hanson@benesys.com) to request a cancellation form.

### 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.

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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.

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.

**UA 400, 2700 Northridge Drive, Kaukauna**

- Tuesday through Thursday, November 5<sup>th</sup> through 7<sup>th</sup>, 2024, from 2:30 p.m. - 6:30 p.m.
- Tuesday through Thursday, December 3<sup>rd</sup> through 5<sup>th</sup>, 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 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, [bryce.neidert@benesys.com](mailto:bryce.neidert@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 a great fall!

Bryce Neidert  
Administrative Manager

## Attention Wisconsin High School Students

The Wisconsin Labor History Society is again holding its Essay Contest for the 2024-2025 school year, for Wisconsin high school students, grades 9-12. Win cash prizes up to \$500. Write essays of about 750 words on the topic: "Unions are good for my family, my community and my nation because..."

The deadline for submission is February 15, 2025.

Contest rules can be found here:  
<https://www.wisconsinlaborhistory.org/essay-contest/>

## LOCAL 400 DEFINED BENEFIT PENSION PLAN

### Recent Investment Performance

As of June 30, 2024, the Plan held total assets of \$255,814,078. The Plan had an actual investment return of 1.0% for the 3-months ending June 30, 2024. This compares to the assumed annual actuarial rate of return of 6.75%.

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

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

As of June 30, 2024, the Plan held \$379,335,192 in assets. The Plan had an actual investment return of 1.4% for the 3-months ending June 30, 2024.

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

As of June 30, 2024, the Plan held \$70,523,556 in assets. As of July 1, 2024, 1,200 members were actively deferring into the Plan. Of the 1,200 members actively deferring into the plan, 620 of them are deferring post-tax “Roth” hourly deferrals. The next enrollment period is January 1, 2025. 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 December 10<sup>th</sup>, 2024.

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 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.

Continued on page 11...

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You may contact the Administrative Office for an election form or download the form on the Fund's website [ps400benefits.com](http://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 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) 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](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 [bryce.neidert@benesys.com](mailto:bryce.neidert@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.

Have a great fall!

Bryce Neidert  
Administrative Manager

## RETIREED, DECEASED AND 50-YEAR MEMBERS

October 2024

### RETIREES

<u>Last Name</u>	<u>First Name</u>	<u>Retirement Date</u>
Barthuly	Glenn	7/1/2024
Diedrich	Robert	7/1/2024
Gorges	Jerod	8/1/2024
Head	David R	7/1/2024
Johnson	Dennis	6/1/2024
Kelly	Jason	6/1/2024
Lund	Leslie	6/1/2024
Marold	Anthony	8/1/2024
Miller	Bud	5/1/2024
Peters	Ron	7/1/2024
Schmidt	Michael	8/1/2024
Wade	Timothy	7/1/2024

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>
Griesbach	Len	5/5/2024
Huck	William	4/10/2024
Mayborne	Burt	6/23/2024
Mcleod	Michael	5/6/2024
Vohns	Gary	5/23/2024

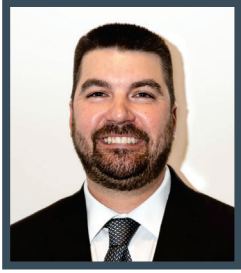
Our deepest sympathies to the families of our deceased brothers.

### 50-YR MEMBERS

<u>Last Name</u>	<u>First Name</u>	<u>Gold Member Date</u>
Frisque	Curtis	5/15/1974
Gregorich	Gregory	8/12/1974
Jonet	Len	6/19/1974
Kreisa	Bradley	7/19/1974
Rupp	John	7/19/1974
Tully	Dennis	8/12/1974
Wojcik	Douglas	6/19/1974

Congratulations on 50 years as a member!

## TRAINING COORDINATOR



UA400 Brothers and Sisters,

I hope everyone enjoyed a delightful summer. The 2024-2025 school year commenced the week of August 19th and is now in full operation. We have implemented numerous enhancements over the summer, and we encourage you to take advantage

of this state-of-the-art facility by enrolling in a class.

### 2024-2025 Class Year Apprentices

We are excited to welcome 22 new Fabrication Apprentices, 33 new Construction Steamfitting Apprentices, 22 new Plumbing Apprentices, and 24 new Service Steamfitting Apprentices this school year. This brings our total number of UA400 apprentices to:

- 74 in Fabrication
- 149 in Construction Steamfitting
- 82 in Plumbing
- 81 in Service Steamfitting
- 15 Plumbing apprentices waiting to take their state exam

This gives us a grand total of 401 apprentices, marking a strong year of growth for our local.

### 2024-2025 Classes

The 2023-2024 school schedule has been released, and class registration is now open. We encourage everyone to register early to secure their place. If a class you need is full, please add your name to the waitlist. Once the waitlist reaches six individuals, we will make every effort to arrange an additional class.

### Apprentice Graduation

The 2023 Apprentice Graduation Ceremony and Banquet was held on Thursday, October 3rd, at Van Abel's of Hollandtown. I extend heartfelt congratulations to the 54 apprentices who successfully completed their programs. Among them, we are proud to recognize:

- 4 U.S. Veterans
- 4 Youth Apprentices who started their careers early
- 7 Honor Graduates

Here are the 2024 Honor Graduates:

- **Fabricators:** Brandon Gardner
- **Plumbers:** Jaymeson Kirt, Ryan Mahler
- **Service Fitters:** Evan Beulen, Noah Griffith
- **Construction Fitters:** Joseph Smet, Ryan Stoeger

Congratulations to all the graduates on this significant achievement!

### Certification Classes

We have a variety of UA Certification Classes scheduled in the upcoming months, and registration is now available through the Local 400 website at [www.ua400.org](http://www.ua400.org). Additionally, we are compiling a list of interested participants for the following certification courses: Basic Valve Repair, Advanced Valve Repair, Instrumentation Level I, and Virtual Design.

If you would like to be added to the list for any of these courses, please contact the Training Department. Once a class is scheduled, everyone on the corresponding list will be notified with further details.

### Plumbers Continuing Education

The following Plumbing Continuing Education classes are scheduled at the Kaukauna Training Center:

- **Thursday, November 14th, 5:00 PM - 8:00 PM**  
*Corrosion Factors and Mitigation* by the Copper Institute (3 credit hours)
- **Friday, November 15th, 7:30 AM - 3:30 PM**  
*Advanced Installations, Specialized Design & Safe Operation* by the Copper Institute (9 credit hours)

Members may choose to take either of these classes independently and receive the corresponding credits or take both to earn 12 credit hours over two days.

- **Tuesday, December 10th, 5:00 PM - 8:00 PM**  
*Cross Connection/Backflow Recertification Part 1*
- **Wednesday, December 11th, 5:00 PM - 8:00 PM**  
*Cross Connection/Backflow Recertification Part 2*

Please note that both Part 1 and Part 2 must be completed to receive credit for the recertification.

### Fond du Lac Training Center

We are pleased to announce that an offer has been accepted on the Fond du Lac Training Center. Local 400 staff have been working hard to clear the building and organize surplus items for auction. The facility must be vacated by the end of this month in preparation for the new owners, who are scheduled to close on November 5th. Further details regarding a potential online auction will be provided in November.

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**Mental Health**

September was National Suicide Prevention Month, making it an appropriate time to address this critical issue in our Fall Newsletter. Alarmingly, the CDC reports that the construction industry has the highest rate of suicide in the United States. In fact, individuals in construction are four times more likely to die by suicide than those in other industries, and within our field, suicide is six times more prevalent than any other cause of death. These statistics are not just numbers; they represent lives lost and families affected.

It is vital that we acknowledge these alarming trends and take action. If you or someone you know is struggling with thoughts of suicide, please reach out for help. Call or text 988 to connect with a trained crisis counselor who is available to support you.

Remember, the 988 Suicide & Crisis Lifeline is confidential, free, and accessible 24/7, 365 days a year. For more information, please visit 988lifeline.org. You are not alone, and there is hope and support available.

In closing, as we approach the holiday season, I would like to extend my warmest wishes to you and your families for a joyful and fulfilling holiday season. Thank you for your continued support and engagement, and I look forward to what the upcoming months will bring.

Respectfully,  
Scott Krejcarek



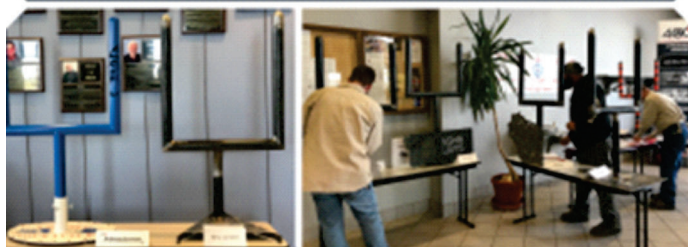
**YOUTH APPRENTICESHIP REPORT**



The 2024 Kick Off Your Future Skills Competition is scheduled for October 29<sup>th</sup>, with 19 schools registered and more expected to take part in the challenge. Student teams are to complete the field goal project based on design requirements. Projects are judged on correct dimensions, weld quality, and design and appearance. The competition allows local high school students the opportunity to test their skills and connect with experts in the trades.

The Local 400 YA program continues to grow! So far for 2024, 85% of former YA's have gone onto full-time status as a metal trades or have secured an apprenticeship. LU 400 has 55 active youth apprentices, from 27 local high schools, working with 18 of our signatory contractors. I expect these numbers to grow heading into 2025.

DJ Kloida  
djklaida@ua400.org



**TUESDAY, OCTOBER 29, 2024**  
UA 400 Training Facility, 2700 Northridge Drive, Kaukauna

**EVENT PROGRAM**

- 4:00 pm - 4:30 pm Student Registration, Set-Up Projects
- 4:30 pm - 5:00 pm Judging of Projects
- 5:00 pm - 6:00 pm Guest Speaker, Awards Presentation
- 6:00 pm - 6:30 pm Tour Training Center, Meet with Representatives from UA 400 and the Mechanical Contractors Association

**HIGH SCHOOL TEAMS RSVP BY OCTOBER 15TH**  
<https://forms.office.com/r/mhizenNDWS>

## 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 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 definitely made a difference in many lives. We're sorry if we missed you and you were a volunteer!

**Heat's On Program:**

Travis Aplin	Garrett Engel
Mike Augustian	Riley Franks
Jake Benz	Bob Gonzalez
Nick Bouvat	Bob Gonzalez Jr
Andy Brolin	Mike Habermeyer
Patrick Carlson	Hillary Healy
Austin Chase	Zachary Klein
Jim Clark	Hannah Klotz
Miles Cornell	Joe Klotz
Mike Darnick	Jeff Knaus
Ray Delgado	Tom Knaus
Dustin Delsman	Me.Quon Komanekin
Mike DeVasure	Rodney Kudrna
	Carter Kurey

Jeff Larsen
Austin Lemere
Dean Miller
Benjamin Moore
Bradley Nellis
Gary Nelson
Ron Peters
Kirk Rademaker
Jorge Ramirez
Carrie Rouse
Gordon Sannes
Maximilian Sealey
Tony Sohns
Pete Stoeger

Cody Stoller
Nick Theodoru
James VanDyke
Mark Wolf
Troy Wolf
Dennis Wruck

**Rebuilding Together:**

Tim Sokoloski
Skyler Nihart
Charles Simonar
Brad Corrigan
Travis Martin

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

Associated Bank	Chute Lions Club	Johnstone Supply
Benesys	Green Bay Labor Council	Red Cross
Beno Plumbing	Hayes Mechanical	Roberts Environmental Control
First Supply	Hurckman Mechanical	T&A Distributing
Fox Valley Labor CouncilGrand	IBEW Local 158	TSI Green Bay

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

August Winter & Sons	Hurckman Mechanical	Roberts Environmental Control
Bassett Mechanical	JF Ahern	Trane Service
Groeschel Company	Johnson Controls	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

**Heats On**

Forty-seven UA 400 members volunteered for the 32nd Annual Heat's On Program at the Labor Temple in Green Bay on Saturday, September 21. This year, UA 400 members conducted heating system inspections and installed new batteries in existing smoke detectors or replaced them for 31 low-income senior citizens and handicapped homeowners in Brown County.



Hello Brothers and Sisters,

As summer ends and fall begins, so do some big elections that impact the health of our Union as well as all working people.

In the state of Wisconsin, we have a large U.S. Senate race between Baldwin and Hovde. Of these two candidates, only one stands for union labor and the Davis Bacon Act of 1931. The Davis Bacon Act is a federal law that mandates prevailing wages be paid on any federally funded jobs.

Local 400 supports all candidates that promote U.S. born industry, infrastructure, and energy sector projects. Union, as well as non-union trades members, need domestic jobs in order to survive. The state of Wisconsin is a beneficiary of the current administration's Chips Act. The Chips Act set aside fifty-two billion dollars for domestic technology that helps America become less dependent on foreign suppliers. The Microsoft job at the failed Foxconn site in Racine will provide 3-5 years' worth of fabrication work for our local contractors. The Microsoft job is a 10-year project with many opportunities for multiple trades unions in Wisconsin. We continue to build naval ships in Marinette and fabrication for those ships, which has begun in Sturgeon Bay. Labor and politics are not a one-way street and requires aisle crossings from both Democrats and Republicans to get these large projects put together both on the state and federal levels.

We are providing a list of Wisconsin state candidates that local 400 prefers due to their labor stances, as well as what candidates Local 400 assisted with via campaign contributions.

#### Assembly & Senate Democrats:

- District-26 Joe Sheehan
- District-53 Duane Shukoski
- District-17 Vinnie Miresse
- District-54 Lori Palmeri
- District-8 Jodi Sinykin (Senate)
- District-14 Sarah Keyeski (Senate)
- District-16 Melissa Ratcliff (Senate)
- District-18 Kristin Alfheim (Senate)
- District-30 Jamie Wall (Senate)
- District-32 Brad Pfaff (Senate)
- District-22 Bob Wirch (Senate)
- District-31 Jeff Smith (Senate)
- District-26 Kelda Roys (Senate)
- District-48 Andrew Hysell
- District-23 Deb Andraca
- District-52 Lee Snodgrass

#### Assembly & Senate Republicans:

- District-12 Mary Felzkowski (Senate)
- District-37 Mark Born
- District-55 Mike Schraa
- District-63 Robin Vos
- District-89 Pat Buckley
- District-2 Shae Sortwell
- District-5 Joy Goeben
- District-32 Tyler August
- District-1 Joel Kitchens
- District-25 Paul Tittl
- District-36 Jeff Mursau
- District-4 Dave Steffen
- District-20 Dan Feyen (Senate)
- District-9 Devin LeMahieu (Senate)

If any member would like to know the exact monetary amounts donated to each candidate, we encourage you to come to the monthly union meeting and inquire.

Please vote and keep labor as the spearhead of your voting intent, both in our state and on the federal level.

Thank You,  
The Local 400 Political Education Committee

Jason Schmechel  
Terry VanEpern  
Mike Ott  
Kirk Rademaker



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

October 16, 2024

Regular meeting

November 20, 2024

Regular meeting

December 18, 2024

Regular meeting