

FROM THE BUSINESS MANAGER



Hello everyone, I hope you have had a successful and prosperous year so far. Hopefully if you are a hunter you get to enjoy the time outside as well.

It is hard to believe that 3 years have gone by since I became Business Manager and that elections will be taking place over the next three months. The election includes Business Manager, Business Agents, President, Vice President and all committees; if you are interested in running for one of these positions please call the hall and we will cover the criteria that you need to qualify for an officer's position and go in depth regarding what each position does.

Our current Business Agents have been stellar with their versatility and drive to keep the Local moving in the right direction. As a manpower coordinator a few short years ago, I found out how other locals operate, and our agents go above and beyond and are by far the cream of the crop as agents. I want to personally thank them for making my job easier over the last three years and for their flexibility to cover everything as roles have needed adjusting.

I am sure that many of you have noticed that our health insurance costs have increased and we have had to bump up the monthly hours required for coverage up to 135 hours worked per month. So far, the hours have helped us to right the ship and hopefully we can work on getting them back down to 130 hours at the next wage allocation. Another way to help with the plan is to do the health screenings. I know they can feel like an inconvenience and that when you must get the coaching it can be aggravating, but they help catch early signs of many potential costly sicknesses.

Another task we have been working on is acquiring the five acres that are adjacent to the five acres the training center currently sits on. At this time, we do have an accepted offer but there are a few contingencies before we can officially close it. Hopefully in early January, we will have it closed, and it will become Local 400 property. The reason that we need to purchase the lot is that we have grown to about 2,700 members and have had three straight years of 100 or more apprentices. We have run out of classroom space and will need to

start looking at expanding. If you have questions or input on this subject, please start attending the monthly membership meetings so that we can figure out the best course of action as we move forward with expansion ideas.

Lastly, I want to thank Rob Kosky for the last 6 years he has spent as a Business Agent and Assistant Business Manager. He will be retiring December 31, 2025, after 37 years of active membership. Rob has become one of my best friends and he will be sorely missed, however, he has earned his retirement, and I wish nothing but the best for him and his wife Lynn.

As always, thanks for your support and if you need anything please contact us here at the Local office and we will do our best to get your situation fixed.

In Solidarity,
Doug Dokey

WELCOME, NICK JOHNSEN

Local 400 has hired Nick Johnsen as our Pipe Trades Recruitment Coordinator. Nick comes to us after serving over 20 years in the U.S. Marine Corps. Nick developed a background in sales, talent acquisition and leadership during his time with the military. He brings a unique and fresh perspective to this role and to Local 400. Nick will focus on continue to building our Youth Apprentice program, while also incorporating his military background to help recruit veterans that are transitioning to civilian life. We are excited that Nick has joined the team!

“Nick’s professionalism and his experience helping young people take their first steps into structured careers stood out to us. He has a track record of motivating and mentoring others, which will directly support our mission moving forward.”

- Business Manager, Doug Dokey

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 our Labor Day. 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. I hope we get a winter season that allows us to enjoy our favorite winter activities. Stay safe and stay warm when the snow flies.

This will be my final newsletter; I have been a Steamfitter for 37 years and I will be retiring December 31, 2025. I want to Thank the membership for the opportunity to serve them over the last 5 years and 9 months; it has been a great honor. I ask all Local 400 journeyworkers to give the apprentices every bit of knowledge and skill that you have, to continue building our workforce as some of the best in the United Association. I ask that our Journeyworkers continue to get training and certifications to strengthen their skill base. We

all know the more certifications/skills you have the more job opportunities will be available to you; the possibilities are endless if you take advantage of them.

We should all be proud of the Local 400 officers and staff; as Business Agents we deal with many different locals throughout the country and from what I have seen over the past six years is that the team here at Local 400 is second to none. I want to Thank the Office Professionals for all the help over the years; with the care and respect that they have for the membership Local 400 is in a great place now and will continue to be. Please treat them with the respect that they deserve; they are not making policy - they are the messengers. I believe the current Business Agents do a great job and care about the membership very much; I hope we elect them again for another term. For my open Business Agent spot, please do your research and vote for the right person for that position.

Our Business Manager Doug Dokey is absolutely the right person for the job; he is a great leader, he is fair, and he will always ask his team for their input. You may not always agree with his decisions, but he is making the decision with the membership in mind and so Local 400 has the best possible outcome. I want to Thank Doug for choosing me to be his Assistant Business Manager; it has been great working for him.

Voting in the next Local 400 election cycle doesn't get any easier; ballots are mailed directly to your address with a postage-paid envelope to mail back. Spend a few minutes and fill it out. If you aren't sure, talk to someone you trust to see who you should vote for. If you don't have an answer for a certain position don't fill that box in; but do your part and vote.

In closing, I feel fortunate to have worked in this career as long as I have with great individuals by my side over the many years. Please remember to always protect our union trades; without them it would be much harder to support your family. Help your Brothers and Sisters out whenever you can. Thank You.

In Solidarity,
Rob Kosky

UPCOMING HOLIDAY WAGE SCHEDULE

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

Thursday, November 27, 2025
(Thanksgiving Day)

Wednesday, December 24, 2025 after 12 pm
(Christmas Eve Day)

Thursday, December 25, 2025
(Christmas Day)

Thursday, January 1, 2026
(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.

BUSINESS AGENT REPORT



The summer is rapidly coming to an end and fall is approaching! I hope everyone enjoyed the summer and did what they wanted to do. To date the work in Local 400 has been robust for some contractors and not as much for others. Overall, the local is on pace or just below the hours that were worked last year, which was a record year for the local.

Effective Monday June 16th I was reassigned to a special project by Business Manager Doug Dokey, directed from the UA to find all the nonunion and union jobsites that are issued HVAC, Plumbing and industrial piping building permits. The purpose of this is to help find welders, fitters and plumbers to fill the current open calls we have. During this time Travis Martin has been covering all referrals and market recovery. Some of the findings I have so far: We have roughly 451 municipalities in Local 400. Of permits issued in 2025, 41 municipalities have been completed, 17 others are in progress, and 742 commercial HVAC & Plumbing jobs have been identified. Some of the municipalities are unwilling to provide the contractor information, Green Bay being one of them! 147 commercial GC projects have been identified as either started or approved.

Even though we have this information it does not include any process piping, food & beverage work or anything that wouldn't be part of a heating or plumbing system. This would consist of a lot of large-scale projects that might be happening at paper mills, cheese plants, shipyards, meat packing plants etc.

On September 2nd I was reassigned, and I concluded my work on the municipalities. I have begun taking care of the nuke plants, Bay Ship, GB public Schools, Heat's On, along with the other committees I had been involved with before. Just a reminder to all, Local 400 is an exclusive hiring hall meaning that all jobs are dispatched through the hall only. The only time any member or employer should be contacting any of our members or employers is when given permission from one of the five Local 400 Fulltime Officers. Lately we've been hearing of some members contacting employers about

jobs that are out there or trying to line up their own work. If any of these allegations can be proven, that member could be called in front of the Executive board or have charges brought against them for not following the referral policy. If anyone has any questions about this, please call me to discuss.

Just a reminder to all the Local 400 members who are traveling out of our local area, you need to make sure you call the Local you are traveling into. This is your responsibility, not the contractors. Failing to do so could lead to charges being filed against you by that local. Please give these locals the courtesy of a phone call since we need to work with each other, and we expect the same from other locals. If you need contact info, we can provide that or even call for you if you are uncomfortable doing it yourself. When traveling into these locals the UA no longer uses the travel card as most members had been used to. The UA has been using the "MOMS" MEMBER & ORGANIZATION MANAGEMENT SYSTEM for tracking all UA members working outside their home local. All members should be letting the local you are traveling into know when you are finished working in their local and request to be released in the MOMS system. By letting them know you are finished and being released you are more readily able to travel into another local without any holdups.

Congratulations:

Congratulations to Nick Johnsen on being chosen as the new Recruitment Coordinator for Local 400! I think Nick will bring fresh ideas and a new perspective to recruitment for Local 400. Thank you to DJ Kloida for all your years of service to the local and for creating the youth apprenticeship program for Local 400!

Congratulations to all the recent Local 400 retirees and new apprentices!

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

BUSINESS AGENT REPORT



Greetings Brothers and Sisters,

Where did summer go? I hope everyone had a great summer, getting some time to enjoy the warmer weather. With the temps already becoming cooler, it won't be long before Ol'Man Winter returns.

As the Business Agent that works with the Fraternal Committee, I want to thank all the committee members for their hard work and donating their time to make all the events a success. Great job!

We do have one more Fraternal event in 2025. Bowling with SANTA! Sign-up details can be found in this newsletter on Page 5.

Fabrication:

The fabrication shop work continues to be consistent. Most shops are working 40 hours with some overtime as needed. This summer, Local 400 had a few larger fabrication projects, requiring overtime. Most notably was the Microsoft project. Local 400 members were working six to seven 12-hour days on two shifts, meeting an aggressive schedule to ensure on-time completion. To all who were a part of the Microsoft fabrication, thanks for your hard work and dedication to make the project a success!

Local 400 is tasked with providing skilled welders and fitters to get fabrication work completed. Continued growth in the fabrication industry will allow our signatory contractors to bid and procure more work and utilize their shops' full capacity. This work also creates opportunities for our existing members in all classifications. Know of anyone with fabrication and welding skills? Send them our way!

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.

Community Service:

Rebuild Together of Greater Green Bay has recently dissolved and merged with Rebuild Together of the Fox Valley. This move will broaden volunteer opportunities for our members and continue to serve communities in the Green Bay area. If you would be interested in volunteering in the communities where we live and work, please contact me.

Fraternal Committee:

The Fraternal Committee has been busy in 2025, making sure all events went as planned and most importantly, Local 400 members and their families had a great time!

Referral Agent Duties:

In June of 2025, I was assigned to the referral agent duties for Local 400. It has been great working with many of our Brothers and Sisters, supplying our skilled members to the signatory employers.

We currently have open calls for fitters and welders in the Sheboygan and Fond du Lac areas. Also, the contractors working in the shipyards need both welders and fitters. Fabrication requests for welders and fitters are consistent, with multiple employers looking to add manpower to their second shifts.

Beaver Dam Data Center:

As many already know, a data center project has started construction in Local 400's jurisdiction. The project location is in Beaver Dam, WI. Approximate manpower needs for this project will be 150-200 UA craft. Anticipated hiring for this project is late fall of 2025. There will be three mechanical contractors on this project, each with a different scope of work.

In closing, as we transition into the colder months, I hope everyone has healthy and safe fall & winter seasons. Good luck to all deer and game hunters and good tidings into the holidays. Hope to see you at a future union meeting or Fraternal event!

In solidarity,
Travis Martin

BUSINESS AGENT REPORT



Hello Brothers & Sisters,
September is already upon us along with some much cooler temperatures and the first day of Autumn quickly approaching. I hope you and your families have had a healthy and safe summer season to date; the end of 2025 will be here before we know it.

Local 400 continues to provide ample employment opportunities for its members. Work in all trades continues to be steady, not only now but in the foreseeable future. There are some nice projects on the horizon, which will keep Local 400 members and signatory contractors busy.

Increasing Active Membership:

Local 400 continues to add to our ranks newly organized HVAC/R service technicians, mechanical equipment service tradesmen, plumbers, welders and many new first-year apprentices. This effort has resulted in net-positive growth for our Local, now and into the future. We have eclipsed (2,150) active, working members. This includes over (420) 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.

Good of the Local:

I was recently put on assignment in Minnesota to attend a UA organizing seminar/blitz in the Twin Cities, the Wisconsin AFL-CIO 2025 Building & Construction Trades Conference in Racine and the Wisconsin/Minnesota Bi-States meeting in Red Wing, MN. Future assignments include the Trades Women Build Nations Conference in Chicago, IL and the UA/MCAA Labor Relations Conference in Las Vegas, NV. It is always an honor and privilege to represent You, the rank-and-file members of Local 400, while attending seminars, conferences, and conventions on your behalf. It is a duty that

isn't taken lightly, so Thank You for the opportunity.

Congratulations:

I want to extend a warm welcome to those newly indentured Local 400 apprentices. Make the most of your opportunity; your respective trade will provide a great career for you and your family. Well done and congratulations. I would like to congratulate all those members who recently retired from Local 400. Thank you for all your contributions, time, and dedication to the Local. Enjoy your much-deserved time away from work, you earned it.

I would also like to congratulate Nick Johnsen on his new position as Recruitment Coordinator for Local 400. I look forward to working with Nick and I know he will do a top-notch job.

I would like to close by thanking the membership for approving our initiatives to promote Local 400, allowing us to continue as an aggressive UA Local.

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

In solidarity,
Dustin R. Delsman

UPCOMING METAL TRADES MEETINGS

October 27, 2025

2nd Shift Meeting 3-4pm

1st Shift Meeting 4:30-5:30pm

Meetings will be held at the Union Hall in Kaukauna.

Questions... contact Business Agent, Travis Martin
920-462-0403 or travis@ua400.org

Don't forget about our final
Fraternal Fund Event of the year –
Bowling with Santa!
Saturday, December 6th, 11:00am,
Ashwaubenon Bowling Alley.
Use the QR code to register:



LOCAL 400 HEALTH FUND



Plan's Funded Status

As of June 30, 2025, the Fund had a "Gross Month Reserve" (considers all assets in the Fund of \$73,574,144) position of 22.3 months (22.1 months as of December 31, 2024) compared to a "Net Month Reserve" (excludes Member Dollar Banks and Incurred But Not Reported Claim assets) position of 15.1 months (14.9 months as of December 31, 2024).

The average monthly expenses for the period January 1, 2025, through June 30, 2025, were \$3,213,382. This compares to the average monthly expenses for the period January 1, 2024, through June 30, 2024, of \$3,058,702. This is an increase of 5.1%.

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 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

IMPORTANT UPDATE: The special arrangement with Prevea will expire December 31, 2025.

As of December 31, 2025, the arrangement with the Prevea Center for Health & Wellness in Grand Chute as well as the other Prevea clinics in the Local 400 jurisdiction will come to an end. Please note: You can still utilize those Prevea locations as they are all in network. However, you will be subject to normal deductibles and cost-sharing.

EAP Website Changes

Ascension Employer Solutions EAP has changed over to a new website address. The old website address will still direct

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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. If you prefer to access by phone, please call 1-800-540-3758.

Wellness Program – Year 12

All Active Participants and their Spouses are required to participate in the Wellness Program and have a Biometric Screening in Wellness Year 12 (January 1, 2025 – December 31, 2025). 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, 2026, and continuing through May 31, 2027. 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 12 must begin no later than January 31, 2026, and be completed by March 31, 2026, to avoid assessment of the \$50 penalty (\$100 including spouse) per month starting June 1, 2026, and continuing through May 31, 2027. 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 2025. 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.

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

- Wednesday and Thursday, October 8th, and 9th, 2025, from 2:30 p.m. - 6:30 p.m.

UA 400, 2700 Northridge Drive, Kaukauna

- Tuesday, October 7th, 2025, from 2:30 p.m. – 6:30 p.m.
- Monday, Wednesday, and Thursday, November 3rd, 5th, and 6th, 2025, from 2:30 p.m. - 6:30 p.m.
- Tuesday through Thursday, December 2nd through 4th, 2025, 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).

Continued, see HEATH FUND, Page 8

WELDING COORDINATOR



Weld Continuity,

Have your contractor fill out your welder continuity form and send to 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. Please be aware of my email address change; emails sent to the old address are being forwarded; however, some don't always come through. A good number of emails are still being sent to my old email so please verify the correct email address is being used.

UA Weld Test Dates

As always, our regular scheduled weld test dates will tentatively be held on the second Saturday of the month and are as follows for the fall and start of winter: September 13th, October 11th, November 8th, December 13th.

Weld Classes

Weld classes have resumed for the school year with good participation. I would like to commend the students in the classes for being proactive with their training. If you are interested in participating in the winter welding or spring welding classes, please enroll in your desired class as soon as possible. This ensures you get the class you want and allows us adequate planning.

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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.

Orbital Welding

There is an orbital class being offered for nightshift workers that will begin Monday October 6th and will run in the afternoon; please sign up online for the class if interested. The regular scheduled orbital evening class will be taking place over the semester break with class beginning December 1st in the evening; classes typically take 5 sessions. Please inquire with me regarding any questions you may have on the orbital process.

CWI

We had a fair number of members take part in the UA's CWI prep course this year. If you have completed and were successful with your testing, please remit your CWI information to me so we can add it to your profile. If we do not have record of your certification, it may cost you an opportunity to utilize your certification.

Instructors

I would like to thank all the instructors who teach classes for the Local; your training and expertise are what make Local 400 the strong successful organization that it has been and will continue to be.

Best Regards,

Matt Stoop

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 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

PIPE TRADES RECRUITMENT COORDINATOR



Greetings brothers and sisters,

As the new Pipe Trades Recruitment Coordinator, I wanted to take a quick moment to thank the entire UA Local 400 staff for welcoming me to the team. Transitioning out of the Military can be a difficult and stressful process

but the entire team has been understanding and flexible. I feel extremely blessed to have been offered this opportunity.

Recruiting efforts

As we ramp up into the new school year, I am seeing a ton of interest in the trades. Our past efforts have paid massive dividends as UA Local 400 is well known as a top-tier organization. I'm looking not only to maintain that reputation but to grow our youth apprentice program, but I need your help! As of now, only 17 of our signatory contractors are employing youth apprentices. I would like to see that number double by this time next year. Please consider taking part in the unique opportunity of training our great state's youth. These young men and women are chomping at the bit to get their careers kicked off early and you would be investing in your company's future!

Before the school year started, we had 49 Youth Apprentices hired on across the state. As of right now, I have 44 other applicants who are just waiting to be hired on and a list of more than 260 high school students who have already expressed interest in our program! Once I get into the schools this number is going to explode. Help me help you by hiring youth apprentices! If you would like to join me in the schools or other community events to have your company represented, feel free to contact me.

This fall, we will be running the "Heat Up Your Future" event again. In the past, this welding competition has generated a lot of positive attention and exposes high school students to a life in the trades. This year, my goal is to grow this event and have 20 high school teams competing for bragging rights but also give them the opportunity to network with our contractors. If you are interested in setting up a table display and engaging with these students, please contact me for coordination.

Educating our contractors

Contractors, did you know you have direct access to every service member leaving the military? DOD SkillBridge is an opportunity to access and leverage the world's most highly trained and motivated workforce at no cost! Service members participating in DOD SkillBridge programs continue receiving their military compensation and benefits, while industry partners provide the civilian training and work experience. If you are interested in learning more about this program you can find more information here: <https://skill-bridge.osd.mil>.

By hiring on our nation's finest, you also open your company up to receiving both state and federal grants. Contact me if you're interested in learning more!

UA Local 400 veteran members

In my short time here, I've come across a ton of military veterans. Much like in the military, the union encourages a sense of camaraderie and pride of belonging. As I meet more and more veterans, I'm quickly discovering that there is a lack of education regarding leveraging those military benefits each one of you have earned.

I've already built a strong relationship with the WDVA and many of the county veteran service officers around the state. If you are interested in learning more about potential benefits and or free resources available to you, please reach out. In the future, I'd love to start a UA Local 400 veterans group. A group where we could get together, share military stories and experiences, and continue to network and educate each other. I already have several speakers from the WDVA and CVSOs who are willing to come provide some invaluable information. As I continue to gauge interest, please reach out with any suggestions or ideas!

In closing, I wanted to express a heartfelt thank you to all the skilled trades men and women out there. You are truly the heartbeat of America. Take pride in the work you've done in the past, work you're currently doing, and the work that will be done in the future.

Nick Johnsen
Recruitment Coordinator

TRAINING COORDINATOR REPORT



UA400 Brothers and Sisters,

I hope everyone had the chance to enjoy a well-deserved summer with family and friends. The 2025–2026 school year kicked off the week of August 18, and we are already off to a strong start. We're excited to see what this new year will bring and the opportunities it holds for our members.

Current Apprentice Numbers

Local 400 membership continues to grow, and our apprentice numbers are stronger than ever. This fall, we proudly welcomed 15 Fabricators, 16 Plumbers, 22 HVAC technicians, and 46 Steamfitters into the program. With these additions, our current apprentice totals stand at:

- 81 Fabrication
- 83 Plumbing
- 90 HVAC
- 159 Steamfitting
- 10 Plumbing apprentices waiting to take their state exam

Altogether, we now have 423 apprentices, marking yet another impressive year of growth for our local.

2025-2026 Unpaid Related Classes

The 2025–2026 school schedule has been posted to ua400.org, and class registration is now open. Including Metal Trades and UA400 Training Agreement Members, there will be over 500 people taking classes this year; it is important to register early to secure a spot in the classes you need. If the class is full, please be sure to add your name to the waitlist. Once the waitlist reaches six individuals, we will make every effort to arrange an additional class offering.

2025 Apprentice Graduation

The 2025 Apprentice Graduation Ceremony and Banquet will be held on Thursday, October 2nd, at Van Abel's of Hollandtown. I extend heartfelt congratulations to the 61 apprentices who are set to successfully complete their programs. Among them, we are proud to recognize:

- 2 U.S. Veterans
- 12 Previous Youth Apprentices
- 11 Honor Graduates

Here are the 2025 Honor Graduates:

- Fabricators: Michael Karls, James Siebers, James Walls
- Plumbers: Ryan Finnel, Carter Kurey, Brandon Pennings
- HVAC: Bo Buhr, Juan Del Rio Avina, Eric Stratman
- Steamfitters: Austin Aagaard, Joshua Saari

Congratulations to all the graduates on this significant achievement!

Certification Courses

The Training Department maintains an updated waitlist for certification classes. If you are interested in signing up, please contact the Training Department. Available certification courses include:

- Instrumentation
- Backflow/Cross Connection
- EPRI Rigging
- Medical Gas
- UA Signalperson
- OSHA 30 Construction Safety
- Shop Foreman
- UA/MCA Foreman
- Virtual Design and Construction

Plumbers Continuing Education

Continuing education classes are scheduled for the second Thursday of each month. The full 2025 Plumbing Continuing Education schedule is available on the Local 400 website and via the QR code below.

2025 Plumbing CE
Sign-up



Alternative Continuing Education Options

For those unable to attend Local 400-hosted classes, various external providers offer continuing education opportunities in both online and in-person formats. Please note that some external courses may involve fees, which Local 400 does not cover.

TRAINING, continued from Page 10

Here are a few available resources:

- <https://www.firstsupply.com/first-training>
- <https://www.tradesmance.com/wisconsin-plumbing-continuing-education>
- <https://wicontractorinstitute.com/plumbing-courses/>
- <https://continuingcredit.com/plumbing-courses/>

New Class Offerings

Local 400 is excited to introduce two new learning opportunities this fall: Basic Computers and Financial Literacy.

The Basic Computers course is offered fully online through Canvas and is revised from a class previously taught at Eastern Gateway Community College. This class is ideal for both apprentices and journeymen who want to strengthen their knowledge of computers, the internet, and essential Microsoft Office programs including Word, Excel, and PowerPoint.

The Financial Literacy course will be offered in-person as a night school class. While Local 400 is not a financial advisor, this course is designed to provide apprentices and journeymen with a solid understanding of financial best practices. In addition, guest speakers from Associated Bank and Morgan Stanley will be invited to share professional insights for those interested in more detailed financial guidance.

If you're interested in enrolling in either of these new classes, please contact the Training Department for more information.

UA400 Foundation

The UA400 Foundation Committee has been hard at work over the past few months, wrapping up several major projects that will benefit our members and apprentices for years to come. Recent upgrades include replacing the roof on the building's lower level, implementing digital signage throughout the facility, and adding a new Air Handling Unit to reduce humidity in the weld shop. A sincere thank-you goes out to the Foundation Committee for their dedication and effort in ensuring that our training center remains a top-tier facility.

September is National Suicide Prevention Month

Suicide remains a serious issue in the construction industry. According to recent data, construction workers die by sui-

cide at a rate of 46 per 100,000, which is over twice the average across all industries. In fact, suicides among construction workers are five times more common than workplace fatalities.

Raising awareness and breaking the stigma around mental health is an important step in protecting ourselves and our brothers and sisters on the job.

If you or someone you know is struggling, help is available. Call or text 988 to connect with the Suicide & Crisis Lifeline—confidential support is available 24/7.

Together, we can look out for one another and work toward a safer, healthier future for all members of Local 400.

Closing

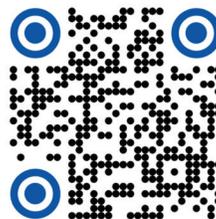
As we move into the fall season, let's carry the momentum of our work and training forward with the same dedication that has always defined Local 400. Just as the changing season reminds us to prepare for the year ahead, it's also a time to reflect on what we've accomplished together and the opportunities that still lie before us. Thank you to all our members, contractors, and partners for your continued commitment—you are the reason our union remains strong. Here's to a safe, productive fall and a successful close to the year.

Respectfully submitted,

Scott Krejcarek

Training Coordinator

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 1st, 2025

LOCAL 400 BENEFIT PLAN

LOCAL 400 RETIREMENT PLANS IMPORTANT REMINDER:

If you become divorced, please make sure to provide to the Pension Plan and/or Profit Sharing/401(k) Plan a copy of your divorce decree and Marital settlement agreement (which will normally show who was awarded pension/retirement Plans) once the divorce is finalized.

LOCAL 400 DEFINED BENEFIT PENSION PLAN

Recent Investment Performance

As of June 30, 2025, the Plan held total assets of \$289,946,291. The Plan had an actual investment return of 6.4% for the six months ending June 30, 2025. 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, 2025, the Plan held \$410,064,017 in assets. The Plan had an actual investment return of 5.6% for the six months ending June 30, 2025.

Asset and Participant Status – 401(k) Plan

As of June 30, 2025, the Plan held \$80,644,935 in assets. As of July 1, 2025, 1,301 members were actively deferring into the Plan. Of the 1,301 members actively deferring into the plan, 679 of them are deferring post-tax “Roth” hourly deferrals. The next enrollment period is October 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 September 10th, 2025.

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 2025

Please note the annual maximum deferral amount for calendar year 2025 is \$23,500 if you are under age 50 or \$31,000 if you are age 50 or older at any time during 2025. You do have the ability to elect both Traditional (Pre-Tax) or Roth (Post-Tax) deferral contributions. Please note the annual maximum deferral amount is based on the combined (Traditional and Roth) deferral contributions.

You may contact the Administrative Office for an election form, or download the form on the Fund's website 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 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

THE PIPELINE CONNECTION

MILESTONES

RETIREES

RETIREMENT DATE		RETIREMENT DATE	
David Blythe	7/1/2025	John Peerenboom	8/1/2025
Steven Coenen	3/1/2025	James Perillo	5/1/2025
Mark Desremaux	6/1/2025	Scott Plocar	1/1/2025
Loren Doxtater	4/1/2025	Randy Reeck	4/1/2025
Terrance Grose	5/1/2025	Gregory Theobald	4/1/2025
Curtis LaChapelle	5/1/2025	Robert Timm	7/1/2025
Michael Lee	3/1/2025	David VandeVoort	6/1/2025
David Marquardt	7/1/2025	Dan Verbruggen	4/1/2025
Thomas Matenaer	7/1/2025	Kevin Wondrash	6/1/2025
Timon Pendergast	4/1/2025	Jeffrey Zich	5/1/2025

LIFE MEMBERS

LIFE MEMBER DATE	
Steven Bevers	6/10/2025
Robert Giesen	8/11/2025
John Hermes	6/13/2025
Thomas Krueger	7/14/2025
Wayne Lamers	6/11/2025
David Lesselyoung	6/11/2025

DECEASED

DECEASED DATE	
Allen Blum	6/27/2025
James Duley	8/20/2025
Lonny Hanson	6/24/2025
Robert Julius	8/8/2025
Timothy Kamine	7/26/2025
Paul Koehn	7/24/2025
Gordon Krueger	9/2/2025
Otto Mraz	6/23/2025
Douglas Ropson	8/10/2025

Retiree Breakfast Wednesday, October 1, 9am

Would you like to get your legal documents in order but don't know where to start?
Have you been thinking about getting your affairs in order but have been putting it off?
Attorney Mary Rose Orcutt from Geimer & Orcutt Law, S.C. will be talking with our group about estate planning including Wills, Trusts, Powers of Attorney, Guardianship, Probate and Probate avoidance.

THE PIPELINE CONNECTION

FRIENDLY REMINDER

2025 MINIMUM UNION DUES SCHEDULE

STATUS	MONTHLY RATE
Retired 62+	\$0.00
Retired with 40+ years in the local, not yet 62	\$8.00
Retired not yet 62	\$31.00
Active (working), not yet 65	\$31.00
Active (working), 65+	\$24.00
Bayship Members	\$32.00

Please remember to update address changes so you receive important mailings and telephone numbers so you receive text messages.

Please remember to keep your beneficiaries up to date.

If you encounter a major life change that affects those beneficiaries, please contact the hall to request forms to update the information.

2025 ELECTIONS

The next election of officers, trustees and committee members is coming quickly. All positions are open to members in good standing as spelled out in the UA Constitution and Local 400 Bylaws (a continuous period of two years from the date of the Local Union election).

A mail-in ballot election was approved at the August union meeting. Nominations will take place at the October Regular Special Union Meeting on October 15, 2025.

The following officer/committee positions will be part of the election:

President | Vice President | Recording Secretary | Inside Guard | Executive Board (4)
 Finance Committee (3) | SF Examining Committee (3) | PLB Examining Committee (3)
 HVACR Examining Committee (3) | Fabricator Examining Committee (3)
 Business Manager/Financial Secretary Treasurer | Business Agents (4)
 FRVPT Education Foundation Committee (8) | Welfare Committee (3)
 Profit Sharing/401k Pension Committee (3) | Defined Benefit Pension Committee (3)
 Negotiating Committee (4)

Please consider serving your Local by running for any position that may interest you. The officers, trustees and committee members have a huge impact on the future of the Local. If you have any questions about any of position, please contact Doug Dokey at 920.462.0406 or doug@ua400.org



**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: facebook.com/ua400.org

LOCAL 400 TRAINING DEPARTMENT: facebook.com/UaPlumbersAndSteamfittersLocal400TrainingCenter

UPCOMING UNION MEETINGS

October 15, 2025

Regular Special meeting
Nominations for Fall Election
(2026-28 term)

November 19, 2025

Regular meeting

December 17, 2025

Regular meeting

Meetings begin at 6:30pm and will be held at the Union Hall in Kaukauna.