

FROM THE BUSINESS MANAGER



I want to start off by congratulating all newly elected officers and committee members. The time and commitment that you will put in for Local 400 is greatly appreciated; this local would not run without you. For members that have thought about running for office or getting involved

through a committee, please contact me and let me know. I may be able to appoint you to a committee position if something opens up. I ran unopposed this last election cycle, and I want to thank everyone for trusting me to lead the Local for the next 3 years. I will do my best, and my door is always open if you feel something needs to be addressed.

2025 was another record year for Local 400 as we recorded over 3.6 million manhours. But the real question is - how does 2026 look? The bottom line is it looks busier than last year. We have a large data center being built in the Beaver Dam area that will require upwards of 125 fitters, on top of all the local work that we do every year. As for the Fabrication shops, the data centers around the country are leaning heavily on us to get the work completed. There will be a high need for welders throughout the year, and we will need to man that work and be as productive as possible so that deadlines are met.

With the seasonal ramp-up comes an important reminder about protecting our jurisdiction. There are several trades that would like nothing more than to start claiming our work. Every member plays a role in safeguarding the work that belongs to this Local. That means staying alert on job sites, communicating concerns through the proper channels, and ensuring we are performing at the highest level. When issues arise, bring them forward early so they can be addressed properly and professionally.

For those members who will be traveling outside our jurisdiction this year, remember the importance of following proper procedures. Always contact the Local whose jurisdiction you are entering before starting work. This is not just a courtesy; it is a fundamental part of maintaining the strong relationships between locals that protect all our members.

When you travel, you represent Plumbers and Steamfitters Local 400. Your professionalism reflects on every one of your brothers and sisters at home. If you need information on who to contact in the area you will be working, please contact us here at the hall.

Your Local remains on solid financial footing. We continue to operate responsibly, protect our reserves, and invest strategically in the future of this organization. These funds belong to the membership, and we treat that responsibility with the seriousness it deserves.

Key priorities continue to include:

- Maintaining strong operating reserves
- Supporting the Training Center and apprenticeship pipeline
- Funding organizing and market recovery efforts
- Ensuring responsible stewardship of member dues

At the same time, we are watching costs closely. Inflationary pressures, healthcare trends, and market volatility affect every union in the country. Our approach is disciplined: spend where it strengthens the Local. As members you should have confidence that Local 400 is financially stable and positioned to meet both current obligations and future challenges.

In closing, I encourage you to attend the next union meeting and to ask questions. Your questions are what will keep the local steered in the right direction.

Fraternally,
Doug Dokey
Business Manager

ASSISTANT BUSINESS MANAGER REPORT



Greetings Brothers & Sisters,
The month of March is already upon us along with some much warmer temperatures and the first day of Spring quickly approaching. I hope you and your families have had a healthy and safe winter season to date. 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 throughout the spring and summer months.

Fabrication Shops:

Work continues to be robust in the majority of our signatory contractor's fabrication facilities both now and looking into the future. That said, please consider utilizing the training center to hone your welding capabilities/skill sets and try to acquire a UA welding certification. Please contact the welding department directly for exact weld testing dates coming up this spring.

I have been assigned the Fabrication Liaison roles & responsibilities to serve as the communication bridge between the fabrication shops and Local 400. I look forward to the opportunity to work with the membership and contractors in this capacity.

Political Action:

The upcoming spring election vote on Tuesday, April 7th will be an important one to take part in. WI State Supreme Court Justice, area mayoral races, county board supervisors, city alder persons and over fifteen school referendums across our eighteen-county jurisdiction, to name a few, will all be up for election. Please consider making time to get to the polls or request an absentee ballot to cast your vote; it is important for our membership and our signatory contractors. To find out where to vote, what is on your ballot or how to contact your election officials, please visit the following website: my-vote.wi.gov

I hope everyone takes advantage of the opportunity to exercise your right to vote.

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 (2,700) total members. 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 journeymen 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.

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

BUSINESS AGENT REPORT



Local 400 is starting out 2026 with robust employment, especially if members are willing to travel within the local. For those members who want to travel there are opportunities in the data center arena. Some of the travel opportunities are paying good per diems, mileage, and travel time to the job locations. As a reminder to all members who travel out of our local, it is your responsibility to make sure the local you are traveling to knows you are planning to work in their jurisdiction prior to getting there. Failure to contact the local could result in charges or benefits not being reciprocated back to Local 400 for you. Local 400's Business Agents can assist you in contacting the agents from other locals if you ask us.

Nuclear

Point Beach Nuclear Plants Spring outage began as of March 13th and will run approximately 40 days. We were able to dispatch 76 UA members from 24 different locals across the country. We fell a few welders and fitters short from what they initially wanted but some work was canceled a week prior to the outage. After the scope changes, they had just enough manpower from Local 400. The contractors onsite for the outage are Allied Power Group (maintenance contractor), V Specialty Services (specialty welders), and Riley Power Group (valve techs). There will be another refueling outage in October and Allied is expecting to need about the same size crew for that outage.

Bay Ship

The yard is finishing up the winter fleet which was the smallest fleet I've ever seen in the yard during my time as a business agent! They were only able to procure 2 ships for the winter. One will be leaving in March, and the other one will be leaving in July. A few of our contractors are still working on site doing lump sum projects that will last till summer. Both ship yards are experiencing some contraction since the Navy has canceled the Frigate class ships 1 & 2 that were being built at both Marinette Marine and Bay ship. We are still involved with the Saudi ships, which will continue for 18 to 24 more months. Fincantieri is currently pursuing 4 other Navy ships; they will find out if they are successful in that procurement by June, provided congress approves the spending.

Beaver Dam Data Center

I was recently on the site of the Beaver Dam Data Center. This is

being built on 520 acres and has a project value of around \$1 billion. Helm Mechanical is the mechanical contractor who has subcontracted Hooper for the pipefitter installation work and Tweet/Garot for the plumbing work. Amongst the 3 contractors we have around 42 people on site. This number will grow as the job progresses this spring. The project is estimated to peak at around 150 UA members working through Local 400. The main facility covers around 700,000 square feet, equivalent to around 12 football fields. The current phase is scheduled for completion in 2027.

We've been hearing through the news media about water consumption being very high on these data centers, but that information is far from the truth! It's true the old designs were huge consumers of water, but the latest designs are all closed loop chilled water systems using no water after the system is filled with a glycol mixture.

The power consumption for this site, once complete, is estimated to be around 250 mega watts of power. This is equivalent to around 70,000 homes. Our state Public Service Commission needs to pay attention to these sites to make sure residents don't get caught paying the bill for power upgrades that may be needed.

The site is being managed by Mortenson, who is very safety oriented; they will make sure the site stays safe, and everyone goes home as they came each day. They have no tolerance for unsafe acts or people! I know it is a long distance for some of our members, but it is a nice clean job that will have plenty of OT for a long time. The site has been setting up massive break tents so anyone working there is close to the break area. We are hoping our members will consider taking a call on this project to man the work in our local.

Congratulations

I would like to congratulate the recent retirees we had since the last newsletter: Good luck to all the apprentices who will be testing out this year!

I would like to wish you and your family a safe spring and summer! I Hope to see you at the next Union meeting and upcoming Fraternal Fund events.

In Solidarity,
Mike Augustian
Business Agent

BUSINESS AGENT REPORT



Greetings Brothers and Sisters, Who is ready for spring? As much as I enjoy the holidays and winter months, it is time for some warmer weather!

Updated Agent Assignment:

For the current term, my assignment as the Local 400 referral agent will continue. I look forward to putting our members to work and working with our contractors to fill their manpower needs. Other assignments include the Appleton Plumbers JAC, Local 400 Profit Sharing/401K plan, Market Recovery duties, and the Northeast Wisconsin Building Trades Council. Business Agent Dustin Delsman is now assigned to the fab shops and the Fabricator JAC. Also, Business Agent Kirk Rademaker is assigned to track the new-hire metal trades for the fabrication shops and the Fox Valley Steamfitters JAC.

Referral Report:

Currently, Local 400 is near full employment in all areas of the pipe trades! With Spring right around the corner, the opportunities for work in Local 400's area will increase.

Over the winter, employer requests for Plumbers and Steamfitters have been on the lighter side. I anticipate this changing as we transition to warmer weather. Some of the anticipated work for the summer is below:

- School Projects: Expansion/renovation work and new construction
- Municipal projects: Wastewater plants and city and county service facilities
- Hospital and lodging projects in the Green Bay and Sheboygan areas
- Ongoing maintenance needs for the paper and food industries
- Data Center work
- Fabrication: Requests for welders and fitters are constant, with multiple employers looking to add manpower to their second shifts.

Beaver Dam Data Center:

The META Data Center in Beaver Dam, WI is well under way. Currently, 44 UA craft have been dispatched by Local 400, including twelve Local 400 members. The remaining

majority are mostly travelers from Locals 601 and 434. The project is working 5 to 6 ten-hour days. Projected peak manpower numbers are 150 UA craft. We will need additional help manning this project as we move to the summer months.

Meeting the Manpower Challenge:

Being close to full employment with more work to come is great! It also presents some challenges. Where do we source additional manpower from? Many parts of the Midwest are flush with work and the traditional UA traveler help may not be available. Local 400's "Baby Boomers" will be retiring in the coming years and some Brothers and Sisters are seeking travel opportunities, further reducing the labor pool available to fill manpower requests.

Currently there are over 400 registered apprentices assigned to signatory employers. My hope is we continue to have robust enrollment in the Local 400 apprenticeship programs. Even though enrollment is at a high point, manpower needs are still outpacing the output of these programs.

The need for organizing and recruitment is apparent. We must accept organized members as our brothers and sisters and do our part to ensure their success in the pipe trades. I encourage everyone to make newly organized members feel welcome and help them on the job, just as we would do for our apprentices. Remember, to control the work, we need to man it! As Local 400 members, we have a duty to protect our market share from the non-union.

In closing, spring is time for new beginnings. "SPRING" into action! Lend a helping hand to those who need it. Look for opportunities to be involved or challenge yourself to increase your skills. Good luck to all our turkey hunters and fishermen. As always, be safe! I hope to see you all soon at a future union meeting or fraternal event!

In solidarity,
Travis Martin
Business Agent

BUSINESS AGENT REPORT



Greeting Brothers and Sisters,

As I write this article, I cannot believe that winter is almost over, and spring is just around the corner. I want to thank all the members that voted for me. I cannot believe I am going into the 3rd month of my term already. We have a great membership and a full-

time staff that makes it enjoyable to come into work every day. I am looking forward to the months ahead when I am up to speed and can start visiting our members out on job sites. Please contact me if you would like me to stop by your job site or shop.

Service:

I have been appointed as the business agent that will focus on working directly with our Service Technicians. With my experience in service and having worked under the National Agreement it will be a huge benefit for the Local.

The need to grow our work in service industry for Local 400 is a priority and will continue to be one. Please reach out to me if you know of someone interested in service and I can guide them in the right direction.

Veterans:

I attended the Veterans in Piping interviews in Madison with Nick Johnsen and Dave Brazzale. We came away with having two strong potential candidates for the VIP Training Program. I will continue to work with Nick in recruiting the Veterans that come through the career portal. We do have some very good candidates looking to become Local 400 members.

Metal Trades:

I will also be helping onboard our new Metal Trades members. If you work alongside any of our new Metal Trades members, please be an advocate for LU400 and encourage them to complete their membership paperwork as soon as their 30-day probation period is up. The sooner they complete their paperwork, they can start taking classes and start accumulating hours to establish eligibility for Health and Welfare benefits.

Stewards:

I have also been assigned to work with all the LU400 Job Stewards. Stewards are a very important part of the Local, as they are a liaison between management and our members. If you feel that the shop or job site you are on needs a steward, please reach out to me and I will speak with the Business Manager. I would like to thank Travis for his assistance as we work through this transition.

Fraternal Committee:

I will take over Fraternal Committee duties from Travis as well. This year we plan to implement a few changes at Fraternal Events. We will have a different business agent MC at least one event during the year. I will still participate in all the events, but I may not always be the lead organizer at each event.

Our first event of the year is the Clay Shoot on Saturday April 25th. I hope to see you there!

The 2026 Fraternal events and retiree picnics are listed in this Newsletter. The current Fraternal Committee members are Brad Schampers, Jason Everard, Brett Elliot, Bill Bishop, Gary Allen, Joe Brenner Sr., Joe Smet, and Grant Williams. A big thank you to all of them for always being there to make these events successful!

Heats On 2026:

Lastly, I have been assigned to be the lead for Project Heats On, and I will team up with Business Agent Mike Augustian for additional support. We are still working to bring this project back to the Appleton and Fond du Lac areas, but this year's focus will again be in the Green Bay area. This year's event will be held on Saturday, September 19th, 2026. Contact me if you would like to get involved!

I hope to see you at the next union meeting or at one of our Fraternal events.

In Solidarity,
Kirk Rademaker
Business Agent

LOCAL 400 HEALTH FUND



Plan's Funded Status

As of November 30, 2025, the Fund had a "Gross Month Reserve" (considers all assets in the Fund of \$75,244,716) 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 15.3 months (15.2 months as of December 31, 2024).

The average monthly expenses for the period January 1, 2025, through November 30, 2025, were \$3,314,119. This compares to the average monthly expenses for the period January 1, 2024, through November 30, 2024, of \$3,273,002. This is an increase of 1.3%.

IMPORTANT UPDATE: The special arrangement with Prevea has expired 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 has ended. 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.

If you do not wish to continue to utilize the Prevea clinics and are having trouble finding a new doctor or clinic that is in network, please contact the Administrative Office at 1-866-562-4004 for assistance.

EAP Website Changes

Ascension Employer Solutions EAP has changed over to a new website address. The old 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. If you prefer to access by phone, please call 1-800-540-3758.

Wellness Program – Year 13

All Active Participants and their Spouses are required to

participate in the Wellness Program and have a Biometric Screening in Wellness Year 13 (January 1, 2026 – December 31, 2026). 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, 2027 and continuing through May 31, 2028. 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 13 must begin no later than January 31, 2027, and be completed by March 31, 2027, to avoid assessment of the \$50 penalty (\$100 including spouse) per month starting June 1, 2027, and continuing through May 31, 2028. 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.

HEATH FUND, continued from Page 6

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

Below are Biometric Screening events for 2026. 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 7th, and 8th, 2026, from 2:30 p.m. - 6:30 p.m.

UA 400, 2700 Northridge Drive, Kaukauna

- Monday and Thursday, April 6th and 9th, 2026, from 2:30 p.m. – 6:30 p.m.
- Monday, Tuesday, and Thursday, May 4th, 5th, and 7th, 2026, from 2:30 p.m. – 6:30 p.m.
- Monday and Tuesday, June 29th and 30th, 2026, from 2:30 p.m. – 6:30 p.m.
- Monday, Tuesday, and Thursday, July 27th, 28th, and 30th, 2026, from 2:30 p.m. – 6:30 p.m.
- Monday, October 5th, 2026, from 2:30 p.m. – 6:30 p.m.
- Monday, Wednesday, and Thursday, November 2nd, 4th, and 5th, 2026, from 2:30 p.m. - 6:30 p.m.
- Tuesday through Thursday, December 1st through 3rd, 2026, from 2:30 p.m. – 6:30 p.m.

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

- Tuesday through Thursday, August 25th through 27th, 2026, from 2:30 p.m. – 6:30 p.m.

*If you work at a large contractor, there may be some screenings scheduled at your employer.

Anthem LiveHealth Online Telehealth Program

The Plan offers telehealth services through Anthem's Live-

Health 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!

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 spring!

Bryce Neidert

Administrative Manager

UPCOMING HOLIDAY WAGE SCHEDULE

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

Monday, May 25, 2026 Memorial Day

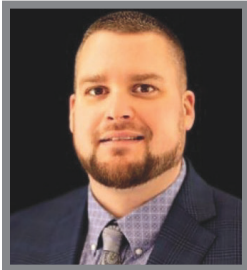
Friday, July 3, 2026 4th of July observed

Monday, September 7 Labor 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.

WELDING COORDINATOR



Weld Continuity

If you need to update your weld continuity, have your contractor fill out your welder continuity form and send to Mstoop@400jadc.org. We do our best to send the membership reminders by email and mail, but it

ultimately your responsibility to keep your certifications up to date. Also, please be aware of my email address change; emails sent to the old address are being forwarded, however some don't seem to always come through.

UA Weld Test Dates

Tentative weld test dates are as follows: April 11th and May 9th. We do not currently have weld test dates scheduled past May, but as always, we can add testing dates in the summer months if necessary. If you are ready for testing contact me or Jeremy to get signed up.

Spring Weld Classes

The spring weld classes will begin Monday April 6th; enrollment for both classes is full. If you are enrolled in one of the

spring weld classes and will no longer be able to make the class, please let us know so that we may get one of the individuals on the class wait list to fill your spot. For the first time we are offering an additional weld class that will run Mondays & Wednesdays starting May 18th; enrollment for this class is open online with 13 spots currently available.

CWI

The UA CWI Prep Course classes for 2026 are full. If you are interested in taking the prep course in 2027 let me know and I will inform you of class dates and locations once the list is released.

State Apprentices Contest

Local 400 will again be hosting the WI Pipe Trades State Apprenticeship Contest in April. Good luck to the apprentices representing the Local in the upcoming state apprenticeship contest.

Best Regards,

Matt Stoop

Welding Coordinator

2026 EVENT SCHEDULE

Contact Business Agent, Kirk Rademaker at 920-462-0404 or kirk@ua400.org with any questions. RSVP online using the links below or scan the QR code for each event.



6th Annual Local 400 Lowell Duenweg Sporting Clay Shoot, Saturday, April 25th, 8:00am registration; 9:00am shotgun start J&H Sporting Clays in Shiocton. \$10.00 per person, includes door prizes, lunch, and a round of sporting clays. Refreshments will be available for purchase. If you plan to shoot as a team, we ask that only one team member handles the registration for the entire group. Max of 6 shooters per team. Individual sign-ups are welcome, we will work to form additional teams. Please RSVP by Sunday April 12th at <https://forms.office.com/r/cVze9LMkbu> **LU400 members & immediate family only.**



Fraternal 400 Years of Service Banquet, Saturday, May 16th at Van Abel's of Hollandtown in Kaukauna. Social hour begins at 11:00 am and a country-style meal will be served at 12:00 pm. This event is free. Please RSVP by Sunday, May 3rd at <https://forms.office.com/r/1Tpfblc9ra> **Spouses/guests are welcome.**



27th Annual Local 400 Golf Outing, Saturday, May 30th, 7:00am registration; 8:00am shotgun start at Hickory Hills Country Club in Chilton. Cost per golfer is \$20, which includes 18 holes of golf with a power cart, two drink tickets and lunch. Four person teams. Team Captains are responsible for signing up. Individual sign-ups are welcome and will be paired to make teams. NOTE: To help speed up registration, team captains are responsible for paying for their full team. RSVP by Sunday, May 17th at <https://forms.office.com/r/HKyvdD8NWB> **LU400 members & immediate family only.**

See 2026 EVENTS SCHEDULE, continued, Page 9

PIPE TRADES RECRUITMENT COORDINATOR



Greetings brother and sisters, Since entering this role in July, I've made it a personal goal to recruit and retain the highest quality youth apprentices and veterans that our state has to offer. Through a rigorous recruiting campaign of career fairs, class talks, networking events, marketing campaigns, and events held here at Local 400, I firmly believe we are on the right track and will continue to improve moving forward.

Entering our 10th year of youth apprenticeships, we've gone from 2 youth apprentices in 2016 to well over 50 in the 2025-2026 school year. The biggest jump being over the last 2 years. This is encouraging to see and a terrific indicator to what the future holds for UA Local 400.

Recruiting efforts

Since January, I've attended 22 separate events throughout Northeast Wisconsin. This number will quickly grow as we enter the spring season. The list of interested applicants continues to grow, and we are doing our absolute best to place these young men and women with a contractor that best suits them but also works well for their school schedule. This year, we had 17 signatory contractors participating in the youth apprentice program. Moving forward, I hope to grow that number and increase the number of opportunities that we can provide to our future trade workers. Early efforts of building relationships with numerous consortiums, counselors, technical education instructors, and many more have paid off in a big way. Instead of using UA Local 400 as one of many resources, it has now become the gold standard. As soon as they interact with a student who may be interested in the trades, they refer them straight to us. Local 400's members continue to play a large role in recruiting whether you realize it or not. The pride in your local, your professionalism, high safety standards, top notch instructors, and great leadership makes UA Local 400 very desirable for our next generation of skilled union workers!

Contractors

It would be a missed opportunity if I didn't give a huge thank you to our contractors. Opening your doors to 16-18-year-old high school students provides them with real world experience and skills that will live with them for the rest of their lives. Your

leadership, guidance, and feedback is truly changing the direction of these young people's lives! Hiring on youth apprentices is a fantastic investment into the future of your companies. These young men and women are finally starting to see and understand the successful lives they can build by working in the trades, without the financial burden of a standard four-year degree. High schools around the state are continuing to grow their Technical Education programs and facilities and we have the unique capability to be a part of that! Allowing students to tour your facilities, hosting summer seminars, and putting on events open to the public are all fantastic ways to help shape our future!

UA Local 400 Veteran/Service members

UA Local 400 continues to advocate for our veterans. Sponsoring, donating to, and participating in numerous events around our area is only a small part of how we give back to those who have served. Many of our staff members, instructors, and members have served their country at one point or another and we fully acknowledge the dedication and sacrifice that comes with that. We will continue to support our veterans in any way possible. If you need assistance with navigating the VA, G.I. Bill, or any other programs out there, please reach out!

Local 400 also understands the unique skillsets that service members can bring into an organization. We are actively recruiting transitioning service members who are looking to bridge that gap between their military service and a civilian career. We have created a veteran specific career portal, participate in the Veterans in Piping (VIP) program, and continue to educate our contractors on various other programs like Skillbridge, Helmets to Hardhats, Pipe Pals, and more!

Closing Remarks

In closing, the past few months has been a period of growth for me both personally and professionally. I'd like to extend a huge thank you to the Local 400 staff, instructors, and members who have welcomed me in and continue to allow me to impact this organization in the best way that I know how-through people! Continue to take pride in your work, the legacy that you've left behind, and the future that we will build together.

In Solidarity,
Nick Johnsen
Pipe Trades Recruitment Coordinator

TRAINING DIRECTOR REPORT



Greetings Brothers and Sisters,

We have had a busy Holiday and Winter Semester in the Training Department. Night School classes have been filling up the classrooms and shop Monday through Thursday evenings.

We have added additional spring/summer classes to accommodate the high volume of apprentices needing to get their classes in. If you are an apprentice or on a training agreement, check the Local 400 website for spring class availability.

2026 Wisconsin Pipe Trades Apprentice Contest

We will be hosting the Wisconsin Pipe Trades State Apprentice Contest at Local 400 on April 1st and 2nd. Good luck to our contestants in the Plumbing, Steamfitting, HVAC Service, and Welding contest. This is a great opportunity to bring family or friends that are interested in learning more about the Pipe Trades and what we do. It is also a good opportunity to invite customers and end users to see the most elite and skilled apprentices showcase their knowledge and skills in their respective trade.

Unpaid Related Class Schedule

The 2026-27 Unpaid Related class schedule will be posted, and registration will open on the Local 400 website in May. I encourage all students to sign up for the fall, holiday, winter, and spring semester right away as classes do fill up. If a class you need is full, please follow the prompt to get on the waiting list. If we have enough interest to run an additional class and we have a room available, we will add additional classes as needed.

New Training Coordinator

I am excited to work with Brother Tom Adams as he starts his new role as Training Coordinator in April. Tom brings a strong knowledge of the Pipe Trades and is well experienced in the plumbing and piping industry. I look forward to having Tom's support with standardizing the format of our night school curriculum and syllabuses across all classes that we offer. Tom will also be available to support all Night School Instructors that are already busy with their day jobs. Thank you to all our members that applied for the Training Coordinator position; it was great to see the passion that our members have for training and the desire to give back to the Local and the Apprenticeship programs.

Local 400 Culture

We are the Pipe Trades. We trade knowledge, we trade ideas, and we trade information. I encourage everyone to continue to trade with your co-workers, invest in your apprentices, and build a positive culture that shows we are among the most elite group of Piping Professionals in the industry.

Closing

I am thankful for the opportunity to serve our membership. God Bless Local 400 and God Bless the USA.

Have an amazing spring and summer!

Respectfully,

David Brazzale

Training Director

2026 EVENT SCHEDULE, continued



Member Cookout/Union Meeting, Wednesday, July 15th, in conjunction with the Regular July Union Meeting. The cost is free. Meal, beer and soda will be served after the completion of the meeting. Meeting starts at 6:00pm. Please RSVP by Wednesday, July 1st at <https://forms.office.com/r/7898Ez2xAS> **LU400 members only.**



Fraternal 400 Family Day, Saturday September 12th, 9:45am registration, 10:00am start at Badger Sports Park in Appleton. \$10.00 per family (2 adults/4 children). \$5 for each additional family member. Includes unlimited passes for the following attractions from 10:00am to 2:00pm: laser tag, go-carts, batting cages, non-ticketed video games, mini golf, mini bowling, and inflatables. Food and refreshments served 11:00am to 1:00pm. Please RSVP by Sunday, August 30th at <https://forms.office.com/r/uLPhQhnsT1> **LU400 members/family event.**

POLITICAL EDUCATION COMMITTEE REPORT

Hello Brothers & Sisters - may this letter find you well.

The April 7th Wisconsin Supreme Court election is about more than just judicial experience — it's about whose side the court will be on when critical issues affecting working families, labor rights, and collective bargaining come before the state's highest court.

While Wisconsin Supreme Court races are officially nonpartisan, this contest has become a clear crossroads between two different visions:

Chris Taylor brings a long track record of fighting for working families, fairness, and justice. She has been endorsed by the Wisconsin AFL-CIO, the largest labor federation in the state representing hundreds of thousands of union members and their families. In announcing that endorsement, the organization highlighted her consistent support for working people and her commitment to a judiciary that protects constitutional rights and equality before the law — not one shaped by partisan agendas or corporate interests.

Maria S. Lazar, in contrast, comes out of a legal and political milieu closely aligned with conservative policies that have historically undermined labor's voice in Wisconsin — from defending restrictive laws to supporting interpretations that limit the power of unions and collective bargaining.

Wisconsin's labor movement has long fought for fair wages, safe workplaces, and the right to organize. Today, many of these core rights still face legal challenges that could come before the state Supreme Court. The court will have to rule on cases that can:

- Protect or weaken collective bargaining rights.
- Uphold fair workplace standards.
- Ensure workers are treated equitably under state law.

A justice who understands and respects the role of unions isn't just a symbolic win — it's a practical safeguard for work-

ing families when big corporations and powerful interests seek to erode protections.

Although this election will not determine control of the court outright, a victory for Chris Taylor would enlarge the current seat majority aligned with labor and working-class causes. That strengthened voice would matter when the court faces future labor and economic justice cases.

Taylor has built broad support from across Wisconsin and beyond, out-raising her opponent by a significant margin — a testament to the passionate backing she enjoys from ordinary voters and working families who see this fight as theirs, too.

In a state where collective bargaining and labor rights have been under attack for years, this election is a vital opportunity for union-aligned voters and working people to ensure that the judiciary respects:

- The dignity of work.
- The rights of workers to organize.
- Fair treatment under the law for all, not just the wealthy or well-connected.

A vote for Chris Taylor on April 7th is a vote for a justice who stands with working families — a justice who respects labor's role in building a fair economy, defends constitutional rights, and understands that courts must protect the rights of everyone, not just the powerful.

As members of Local 400 we take an oath to support labor friendly candidates as stated in our Bylaws. Labor grows in many fields that are tended to by many different farmers. Yet without a Union & the right to organize, we all starve.

Fraternally,

The Political Education Committee

PEC Members: Kirk Rademaker, Jason Schmechel,

Michael Ott, and Jennifer Smith

2026 EVENT SCHEDULE, continued



Fraternal 400 Bowling with Santa, Saturday, December 5th, 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 22nd at <https://forms.office.com/r/s8SKMab2MF>
LU400 members/family event.

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 December 31, 2025, the Plan held total assets of \$313,705,241. The Plan had an actual investment return of 13.9% for the year ending December 31, 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 December 31, 2025, the Plan held \$436,818,543 in assets. The Plan had an actual investment return of 12.9% for the year ending December 31, 2025.

Asset and Participant Status – 401(k) Plan

As of December 31, 2025, the Plan held \$88,166,628 in assets. As of January 1, 2026, 1,344 members were actively deferring into the Plan. Of the 1,344 members actively deferring into the plan, 782 of them are deferring post-tax “Roth” hourly deferrals. The next enrollment period is April 1, 2026. Should you elect to join the Plan or change your deferral amount, please have your enrollment/change form to the Administrative Office no later than March 10th, 2026.

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.

LOCAL 400 BENEFIT PLAN, continued

Annual Maximum Deferral Amount for Calendar Year 2026

Please note the annual maximum deferral amount for calendar year 2026 is \$24,500 if you are under age 50 or \$32,500 if you are age 50 or older at any time during 2026. 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 spring!

Bryce Neidert

Administrative Manager

ASBESTOS EXPOSURE IN WISCONSIN: What Union Members Need to Know

For decades, asbestos was widely used across industrial, commercial, and residential job sites throughout Wisconsin. Many union tradespeople worked with—or around—asbestos-containing materials long before the dangers were fully disclosed. Today, we know asbestos exposure can lead to serious and life-threatening illnesses, including mesothelioma, lung cancer, and asbestosis.

Despite being a known carcinogen, asbestos was used throughout much of the 20th century because it was inexpensive, fire-resistant, and durable. It appeared in insulation, pipe covering, boilers, gaskets, floor tiles, roofing materials, cement products, electrical components, and countless other construction and industrial materials. The U.S. military also relied heavily on asbestos, exposing generations of service members and civilian workers alike.

Why Asbestos Is Still a Risk Today

Asbestos has never been fully banned in the United States. Although new uses of asbestos are limited, asbestos exposure remains a real danger, especially during:

- Renovation or demolition of older buildings
- Maintenance and repair work
- Industrial shutdowns or retrofits
- Utility, shipyard, refinery, and power plant work

When asbestos-containing materials are disturbed, microscopic fibers become airborne. Once inhaled or ingested, these fibers can remain in the body for decades. There is no safe level of asbestos exposure.

See ASBESTOS EXPOSURE IN WISCONSIN, Page 14

ASBESTOS EXPOSURE IN WISCONSIN, continued

Many workers were never warned of the risks—or were told the materials were safe. In addition, asbestos dust can cling to clothing, boots, and tools, meaning workers may have unknowingly carried fibers home, exposing spouses and children through what is known as secondary or “take-home” exposure. Through take-home exposure, spouses are at risk of lung cancer, mesothelioma, or other cancers and illnesses, simply from sharing the same vehicle and laundering work clothes.

Trades Most Commonly Affected

Union members across many crafts have faced asbestos exposure, including insulators and pipefitters, electricians, laborers, boilermakers, millwrights, carpenters, ironworkers, plumbers and HVAC workers, power plant, refinery, and industrial workers, and shipyard and maritime workers.

Wisconsin alone has 1,600+ known asbestos job sites, and many members worked at multiple locations over long careers.

Symptoms Often Appear Years Later

One of the most troubling aspects of asbestos-related disease is the long latency period. Symptoms often do not appear until 20–50 years after exposure. Early signs may include shortness of breath, persistent cough, chest or abdominal pain, fatigue, and unexplained weight loss.

Because these symptoms can mimic other conditions, asbestos-related diseases are frequently diagnosed late. Early medical evaluation is critical if you have a work history involving asbestos.

Protecting Yourself on the Job Today

Union members have the right to a safe workplace. In Wisconsin, the Department of Health Services (DHS) Asbestos Program regulates asbestos work related to renovation and demolition and requires proper training, certification, and safety procedures.

If you encounter suspected asbestos on a job, do not disturb the material, report it to your steward or union leadership, ensure proper containment and abatement procedures are followed, and document the job site and your work assignments when possible.

Unsafe asbestos conditions can be reported to the Wisconsin DHS at 608-261-6876.

Legal Rights and Compensation Options

If you or a loved one has been diagnosed with mesothelioma, lung cancer, or another asbestos-related disease, you may have legal options—even if the exposure occurred decades ago, were a

former smoker, or worked at multiple job sites.

Compensation may be available through:

- **Asbestos Trust Funds:** Over \$30 billion remains available nationwide to compensate workers and families harmed by asbestos exposure. These claims typically do not require going to court.
- **Lawsuits Against Responsible Companies:** Many manufacturers knew the dangers of asbestos and failed to warn workers.
- **Veterans Benefits:** Veterans make up approximately one-third of all mesothelioma cases. VA benefits may provide health care and monthly compensation.

Importantly, statutes of limitations apply. In Wisconsin, claims generally must be filed within three years of diagnosis (or death in wrongful-death cases). Waiting too long can permanently bar a claim.

You Are Not Alone

Union members built this state—and too many have paid the price with their health. If asbestos exposure is part of your work history, understanding your rights is an important step in protecting yourself and your family. Legal guidance can help identify exposure history, handle paperwork, and pursue compensation—allowing members to focus on their health, treatment, and time with loved ones.

As a founding partner of our firm, my commitment to our clients goes far beyond legal representation – its personal. I understand, deeply, the road individuals and families walk when facing a cancer diagnosis. I am an 8-year breast cancer survivor. Whether through my own experiences through chemotherapy, radiation, and multiple surgeries, or walking beside loved ones through treatment, I’ve seen the emotional, physical, and financial toll it can take. I know how overwhelming the process is – the appointments, the paperwork, the waiting, the worry—and how much strength it demands just to get through each day.

That’s why I’ve made it my mission to stand beside those on this journey, not just as an attorney, but as an advocate who truly understands. Let us be your Guide.

In solidarity,

Anna O’Connor

Third Coast Lawyers

thirdcoastlawyers.com

THE PIPELINE CONNECTION MILESTONES

RETIREEES

RETIREMENT DATE		RETIREMENT DATE	
Anthony Ashauer	10/1/2025	Dean Miller	1/1/2026
Joseph Behnke	1/1/2026	Joseph Noll	1/1/2026
Gregory Blazer	9/1/2025	Douglass Peters	1/1/2026
Timothy Bockin	1/1/2026	Jeffrey Robedeaux	11/1/2025
Robby Chandlier	8/1/2025	Andre Stewart	11/1/2025
Norbert Columb	1/1/2026	Jeffrey Stueber	10/1/2025
Tim Ducat	11/1/2025	Mark Vancamp	1/1/2026
John Eckert	10/1/2025	Scot VandenHeuvel	1/1/2026
John Haines	11/1/2025	Randy Vandenplas	1/1/2026
Robert Kosky	1/1/2026	Timothy VanOrnum	1/1/2026
Bernard Kowalski	2/1/2026	Chad Wehmeyer	11/1/2025
Troy Kowalski	9/1/2025	Michael Weir	1/1/2026
Christian Lancelle	12/1/2025		

50-YEAR MEMBERS

DECEASED

LIFE MEMBER DATE		DECEASED DATE	
Milton Collar	3/22/2026	Samuel Bender	2/14/2026
Steve Goff	2/9/2026	Brayden Burnett	12/13/2025
John Hand	12/8/2025	Randall Kressel	11/28/2025
John Klinzing	12/16/2025	James Mortell	1/22/2026
Kenneth Magyar	11/19/2025	John Rexses	3/2/2026
Paul Ropson	12/17/2025	Raymond Scharenbroch	11/21/2025
Gary VandenHeuvel	10/13/2025	Leonard Thiel	2/13/2026
Robert VandenHeuvel	11/11/2025		
Thomas VanAsten	3/15/2026		

Retiree Breakfast, Wednesday, April 15, 9am

Our speaker will be Mirela Kopier, Director of Public & Union Relations with Vogelzang Law. Ms. Kopier is an expert in Asbestos litigation; she will share her knowledge on this topic. She will also address other cases her firm represents, and will leave plenty of time for questions and open discussion.

2026 Retiree Picnics

LOCAL 458: Wednesday, August 19, Legion Park Pavilion, Little Chute

LOCAL 206: Thursday, September 3, The Eagles Club, Fond du Lac

LOCAL 298: Thursday, September 17, The Woods Golf Club, Green Bay

Invitations (and times)
will be sent when we
get closer to the event.



**PLUMBERS AND STEAMFITTERS
LOCAL 400**
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PO Box 530
Kaukauna, WI 54130-0530
920-462-0400

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LOCAL 400 TRAINING DEPARTMENT: facebook.com/UaPlumbersAndSteamfittersLocal400TrainingCenter

UPCOMING UNION MEETINGS

Wednesday, March 18, 2026 Regular Special meeting
National Convention Delegate Elections/WPTA Delegate Nominations

Wednesday, April 15, 2026 Regular Special meeting
WPTA Delegate Elections

Wednesday, May 20, 2026 Regular Special meeting
Wage Allocation Discussion and Vote

Wednesday, June 17, 2026 Regular meeting

Wednesday, July 15, 2026 Regular meeting (Meeting begins at 6 pm)

Wednesday, September 16, 2026 Regular meeting

Wednesday, October 21, 2026 Regular meeting

Wednesday, November 18, 2026 Regular meeting

Wednesday, December 16, 2026 Regular meeting

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