



EMPLOYEE TRUSTEES
CHARLES A. WHOBREY
TREVOR LAWRENCE
JOSEPH GRONEK
TOM ERICKSON

EMPLOYER TRUSTEES
GARY F. CALDWELL
CHRISTOPHER J. LANGAN
ROBERT WHITAKER
MARK F. ANGERAME

EXECUTIVE DIRECTOR
THOMAS C. NYHAN

September 9, 2025

TOM STRICKLAND
SECRETARY/TREASURER
LOCAL UNION NO. 662
1546 MAIN ST
GREEN BAY, WI 54302

KELLY WISNEFSKE
ADMINISTRATOR
TOWN OF CLAYTON
8348 HICKORY AVE
LARSEN, WI 54947

RE: TOWN OF CLAYTON
Account No. 1598470-0100-00662A
Account No. 1598470-0100-00662B (Non-Bargaining Unit)

REVISED LETTER (August 15, 2025) RETURNED WITH INCORRECT EMPLOYER ADDRESS

Dear Tom Strickland and Kelly Wisnefske:

Our records indicate that the most recent collective bargaining agreement between TOWN OF CLAYTON and LOCAL UNION NO. 662 provided for Health and Welfare Plan M9 benefits, excluding retiree coverage. The cost of providing this benefit level is as follows:

<u>Effective Date</u>	<u>Amount</u>
Current	\$451.30
01/04/2026	\$451.30
01/03/2027	\$469.40*
01/02/2028	\$488.20*

*Not to exceed.

Please note that the Fund will inform the parties when the 2027 and 2028 health and welfare contribution rates are established, and if lower the Fund will automatically reduce the rates to the newly established rates provided that the collective bargaining agreement contains the previously quoted "not-to-exceed" language. Therefore, the parties should also consider negotiating language as to how any potential health and welfare savings will be distributed.

Enclosed please find a notice concerning the "grandfathered health plan" status of the Central States Health and Welfare Fund. The Trustees have chosen to maintain this status in order to maintain low contribution rates and to minimize changes needed to be implemented on account of the Affordable Care Act in order to limit disruption to the administration of the plan. In accordance with the present requirements for grandfathered status plans please be advised that there are two restrictions that you need to be aware of. First, the Fund has a limited ability to accept renewal contracts that change benefits that were in effect on March 23, 2010 unless the parties sign a "bona fide employment based reason" statement. Also, the Fund is limited in being able to accept new contracts that shift any

September 9, 2025
TOWN OF CLAYTON
PAGE TWO

additional portion of the cost of the health coverage to the bargaining unit member. If you have questions in regard to this, please contact your Field Service Representative or the Contract Department on at (847) 232-5703 before entering into any new agreement which may not be acceptable to the Fund.

Also be advised that the waiting periods for new hires must be in accordance with Question and Answer #1 of Special Bulletin 2013-1. Collective Bargaining Agreements ratified on or after July 1, 2013 will not be accepted unless the waiting period under the terms of the agreement is no more than thirty (30) calendar days unless the Board of Trustees explicitly consents in writing to a longer period.

Lastly, Fund policy requires that health and welfare contributions be submitted on all employees covered by the agreement for all periods including full-time and non-full-time employees after they have been on the Employer's payroll for no longer than 30 calendar days. However, if your agreement has historically excluded or limited health contributions on non-full-time employees, the agreement may or may not be in compliance with the Fund's policies. If you have historically excluded non-full-time employees, please contact the Fund at (847) 232-5703 for discussion and information prior to completing your negotiations.

Please sign and return the attached Participation Agreement by **December 5, 2025**, if the group wishes to continue participating in the Health Funds.

The rates listed above are valid if incorporated into your renewal agreement. Upon execution of the Renewal Agreement, you are required to send a copy to:

**Central States Health and Welfare Fund
8647 W Higgins Road
Chicago, IL 60631
Attn: Contract Department**

If there are any questions, please let me know. I can be reached at (847) 232-5703.

Sincerely,



Karl A. Lewis
Division Manager
Contracts

cc: Heather Schissel, Teamleader, Contracts Department