

THE LOCAL VOICE

SMART Local Union #565

SPECIAL EDITION

In four locations across the State we will elect Officers of the Local. These members will serve a three (3) year term and make decisions that will impact your work life. It is important that every member participates in this election by casting a ballot. The following members were nominated for the following positions:

PRESIDENT

Tyler Wolfe (unopposed)

VICE-PRESIDENT

Robert Jacobson
Phillip Smith

EXECUTIVE BOARD

Brian De La Pena
Dan Rohde (incumbent)
Brandon Sokolik

TRUSTEE

Jared Enkers
Tyler Kramer
Tammy Johnson (Incumbent)
Ashley Narum
Mike Santos

BUSINESS REPRESENTATIVE/ORGANIZER

Ray Ficken
Scott Seymour (incumbent)

BUSINESS REPRESENTATIVE/RECORDING SECRETARY

Shane Fletcher
Tom Niebuhr (incumbent)

BUSINESS MANAGER/FINANCIAL SECRETARY-TREASURER

Jesse Buell (unopposed)

Elections for the above-mentioned officer positions will be conducted at the date, time, and place indicated below:

- Wausau: Tuesday, June 2, 2026 6:00am-4:30pm
Weston Lanes
5902 Schofield Ave.
Weston, WI 54476
- Pardeeville: Wednesday, June 3, 2026 2:30pm-3:30pm
Everbrite Sheet Metal Break Room
401 S. Main St.
Pardeeville, WI 53954
- Lancaster: Wednesday, June 3, 2026 3:30pm-4:00pm
Youth and Agriculture Center North room
Grant County UW-Extension
916 East Elm St.
Lancaster, WI 53813
- Madison: Thursday, June 4, 2026 6:00am-5:00pm
Madison Labor Temple
1602 S. Park St. Room 109
Madison, WI 53715
Madison, WI 53715

The positions that are open are: Business Manager/Financial Secretary-Treasurer, Business Representative/Recording Secretary, President, Vice President, Executive Board Members (3), and Trustees (4).

Each candidate was offered a chance to publish a campaign article free of charge in this newsletter. You will find the articles of the candidates that chose to write a campaign article enclosed.

With the approval of the International Association and to ensure the Union's membership a full and complete opportunity to elect Union officers of their choosing, Brother Shane Fletcher has been permitted to withdraw his nomination for the position of Business Representative/Organizer, which he inadvertently accepted, and to instead accept nomination for the office of Business Representative/Recording Secretary.

We strongly urge you to vote!!

Robert Jacobson
Vice-President

Hello Brothers and Sisters of SMART Local 565,

My name is Robert Jacobson and I am a candidate that is running for Vice President of our beloved Union 565.

I would like to give you some background to those of you that do not know me, I have been an employee for Greenheck fan for 28 years. During the 28 years at Greenheck Fan Corporation I have been a member of good standing throughout. I have been a member of the collective bargaining committee for Greenheck Fan for the the last 4 + years. I also have volunteered my time for duties such as working at the union picnic, being a union steward to assist fellow members in need, have represented many employees in good times and bad. I have always have made myself available to members who have needed assistance in any capacity. I take great pride in working with Brothers and Sisters to remain being unified under todays trying times.

Three years ago I ran for and was successful in my bid for trustee of Local 565. enjoyed my time as trustee making sure that we remain financially sound as a Local. was always proud to seve all of the membership in this role. While I do not diminish the responsibility of the role of Trustee, at this time I am humbly and respectfully asking for your vote for Vice President to further assist every Brother and Sister in our Local.

I am asking for your vote because I truly care about every Brother and Sister of Local 565. I would like to help guide our membership through what I consider very trying times. If I were to be elected I give my oath to every member that I will give every ounce of effort to fullfill my term as Vice President. I will not take this responsibility for granted.

In closing we need to stay united under pressing times. I assure the membership that if elected I would do everything in my power to keep us united and whole as a Union. I believe that I can serve you in that capacity and the local in the roll of Vice President to preserve what we currently have and grow our membership in the conditions that we face. I would appreciate any and all support!

Thank you for your support in advance.

Robert L Jacobson
Candidate for Vice President

Phillip Smith
Vice-President

Dear Brothers and Sisters of Local 565,

My name is Phillip Smith, and I am proud to announce my candidacy for Vice President of Local 565.

I have spent my entire working career in union shops and have built extensive experience in labor relations, contract language, and union representation. I have been a proud member of Local 565 for over 12 years, serving as both a steward and currently concluding my second three-year term as a committee member at Sub-Zero.

Prior to joining Local 565, I worked for Mercury Marine for 15 years and was actively involved with IAM for 13 of those years. During that time, I held several leadership positions, including:

- LL1947 Auditor
- Delegate to District 10
- Contract Negotiator
- Committee Member for Plant 98 Stainless Steel Propeller Division

These experiences have strengthened my ability to advocate for workers, navigate contracts, and help make fair and informed decisions that benefit union members.

I am seeking this Vice President Position because I remain committed to serving the members of Local 565 and continuing the progress and successes our union has achieved. I believe my background, leadership experience, and dedication to solidarity will allow me to contribute positively to the day-to-day decisions that impact our membership.

I reside in Richland Center Wisconsin. Outside of work, I am an avid fisherman and outdoorsman. I spent many years competing in professional walleye tournaments and working with FLW Professional Walleye and BFL Tour leagues throughout the Midwest.

I respectfully ask for your support and your vote. I am ready to continue protecting our rights, strengthening our union, and ensuring fair and equal representation for all members.

In Solidarity,
Phillip J. Smith

Dan Rohde
Executive Board

Brothers and Sisters,

I am honored to accept another term on the Executive Board of Local 565. Over the past three years, it has been a privilege to serve alongside dedicated members who work every day to keep our union strong and protect the rights of working people.

I remain committed to serving this Local with integrity, accountability, and passion, and I look forward to continuing the work we have accomplished.

As former Teamsters General President James P. Hoffa said, “Unions are about people. They are about giving people a voice in the workplace and a voice in the future of this country.”

In Solidarity,
Dan Rohde

Brandon Sokolik
Executive Board

My name is Brandon Sokolik, and I am running for the Executive Board. For those that don't know me, I've been with Local 565 for over 8 years now. I work at Sub-Zero in the Built-In facility as a Maintenance Mechanic and have recently graduated with my associate's degree in Electro-Mechanical Technologies. I have been very union active since the start of my employment at Sub-Zero. I am a very honest, open-minded and goal driven individual that's more than willing to sit down and have a conversation to try to solve a member's issues. The past few years I have grown more in the local by serving a full term on the committee at Sub-Zero, not just for representing members and carrying out steward duties but also negotiating a hard-fought contract negotiation that was voted down at first but later passed when we went back and fought for more. I have also attended the Smart International Production Institute to further my knowledge of how to better represent members of the local. Now I am looking for a chance, with your vote, to continue to grow in the union by earning a spot on the Executive board while deepening my commitment to better serving the local.

Thank you for your time and consideration!

Tammy Johnson
Trustee

Brothers and Sisters,

I am Tammy Johnson and I am seeking re-election to the position of Trustee of Local 565. I have been a SMART Local 565 Sheet Metal Worker for 28 years. I work at Greenheck in Schofield, WI in the CVI plant. I have had the honor and privilege of serving Local 565 the past nine years as a Trustee. As a trustee we go thru all the records and make sure everything is accounted for and accurate. I hope you use your right to vote in the up-and-coming elections. I also ask for your support. Cast your ballot for me for Trustee of SMART Local 565. Thank you.
Tammy Johnson

Jesse Buell
Business Manager/Financial Secretary-Treasurer

To the Brothers and Sisters of Local 565,

I want to begin by expressing my sincere gratitude for the confidence you have placed in me. Being granted a white ballot is a honor, and I do not take the trust you've shown in my leadership lightly. It is a privilege to continue serving this membership.

My commitment to this Local is rooted in a career built directly on the shop floor. This May marks my 28th year as a Local 565 Sheet Metal Worker. I haven't forgotten where I started or who I represent. I spent 19 of those years on the floor at Sub-Zero, learning the heartbeat of our industry firsthand from my time as a brake operator and working the paint line to pre-foam. The last 11 shop years as a TIG welder, an experience that taught me the value of precision, hard work, and the reality of the daily grind our members face.

For the last nine years, I have had the honor of serving in office. We have seen our share of ups and downs, and we've faced challenges that tested our resolve. However, looking back on the progress we've made and the solidarity we've built, I wouldn't trade a single moment of it. Every challenge has only reinforced my dedication to ensuring our voices are heard and our members are protected.

Thank you for allowing me to continue this work. I am ready to hit the ground running for this next term, keeping the perspective of the shop floor at the forefront of every decision I make.

In Solidarity,

Jesse Buell
Local 565 Sheet Metal Worker

Shane Fletcher
Business Representative/Recording Secretary

Dear fellow members of the Local 565,

My name is Shane Fletcher. I have been nominated for Business Agent/Recording Secretary and am writing to request your support in the upcoming election.

I have been a Local 565 SMART member for 14 years. For the last 11 years, I have been your union steward, and am proud to say that my service is one of the longest consecutive periods of any steward in recent history, prevailing on every grievance I have brought since 2020. I served on the bargaining committee that brought you the last two successful contracts obtained on behalf of Wolf Appliances. A few years ago, I was given the opportunity to participate in the SMART international MAP (Member Assistance Program) in Washington D.C., which gave me skills to assist fellow members that might be struggling.

In keeping with my attitude of service to the Local community, I have been instrumental in organizing fundraisers for members in need, providing them with thousands of dollars in assistance. I firmly believe that together, we will succeed. I believe in transparency and open communication, and for several years, provided monthly updates to the members outlining the discussions held at the labor management meetings, so that everyone was able to access the same information as those who were present. I will bring this energy to this position if you put your trust in me and vote for me.

Tom Niebuhr
Business Representative/Recording Secretary

Brothers and Sisters of Local 565,

My name is Tom Niebuhr; and I am running for the position of Business Representative/Recording Secretary. Over the last 6 1/2 years I have had the privilege of holding this position and have delivered big grievance and contract wins. I have been assigned to represent the men and women of Wolf, Subzero, and Loudspeaker Components. I have been involved in negotiating 14 contracts at numerous signatories throughout the local. I have been a member of SMART Local 565 for 27 years. Prior to my time as Business Representative, I served 3 years as a steward and committee member at Subzero. I currently serve on the SMART Standing Production Committee and as SMART Local 565's BE4ALL liaison. Additionally, I serve on the Madison Labor Temple Association's Board of Directors.

Over the last 6 1/2 years I have conducted steward trainings for approximately 40 stewards. I have participated in new hire orientations and helped signed over 1,000 new members in the last 6 1/2 years. Finally, I have taken several classes and training courses to strengthen my abilities to represent our members at SMART Local 565.

I have completed the following trainings or courses through the UW School for Workers; Union Steward's Training, Preparing for Bargaining, At the Table: The Negotiations Process, and Production Standards in Union Settings.

I have also completed the following classes through SMART International; MAP Class (Member Assistance Program), Advanced Communications, New Business Agent, New Reps II, Leadership, Effective Communications, Organizing 1, Organizing 2, Production Institute Year 1 and Year 2. I have also received training on De-Escalation and Workers Compensation 101.

I have spent an extensive amount of time educating myself on state and federal FMLA laws, State of Wisconsin Worker's Compensation laws, Fair Labors Standards Act, and the everchanging Dept. of Labor laws. With these trainings, I have been able to gain the skills to assist in all matters of representation whether it is bargaining, grievance handling, workers rights or members personal concerns. I have successfully argued and won a lot of grievance disputes over the last 6+ years which ranged from workers having disciplines removed from their record to successfully overturning member terminations with back pay.

With all of this, I also have participated in multiple SMART Army actions; helping members move, providing substance abuse support, helping install handrailing for an injured and disabled member to get in/out of their home, as well as planning and putting on SMART Local 565 membership picnics, and so much more. My job is not a 9:00-5:00 job and my record and actions show that I understand that. I'd like to remind everyone that you are voting to elect a SMART Local 565 Business Representative; not a shop representative. Business Representatives need to have the flexibility to go anywhere and at anytime to act in the best interests of SMART Local 565 at the direction of the Business Manager.

I look forward to continue building my skills and knowledge to be able to represent our membership in all matters necessary. I thank you for nominating me, and I am hopeful that I can continue educating and moving this local forward within our members households, workplaces and communities. I respectfully ask for your support and vote for Business Representative/Recording Secretary.

In Solidarity,
Tom Niebuhr

Ray Ficken
Business Representative/Organizer

Brothers and Sisters,

My name is Ray Ficken and I would like to be the Union Business Agent representing you at Greenheck Fan. Some of you probably know me or who I am, but a lot of you won't. Please let me introduce myself.

I have been a Sheetmetal Worker for 20 years. Most of that time employed at Greenheck as a Maintenance Mechanic. Although I spent six years as the Business Manager/FST for Local 565-2011 to 2017. I came into Office with the Local in poor financial health and with the help of the Membership, Executive Board and the other Officers we were able to turn it around. In fact, some things are still in place today that we set up.

I have led contract negotiations at Greenheck Fan and Architectural Products. I also sat in contract negotiations at most of the Local's other signatories as well. I've taken courses through the International for Bargaining, Financial Secretary Treasurer Training, Organizing, SMART Members Assistance Program, Public Speaking, Interest-Based Bargaining and Labor Relations. I was Trustee on the Production Council, and worked with the NLRB. I know and understand that my role this time would be different but not any less challenging.

I have served on the Greenheck Fan Committee for about a year now to become familiar with the issues we are presently facing. I will champion your collective bargaining agreement and continue to push for better wages, hours and working conditions. We need to make sure our contracts reflect our value, both for newer members and our more senior members as well. Everyone should get a seat at the table and be confident knowing their voice will be heard. You deserve a Representative who is all in for you.

Sometimes I come off as aggressive or edgy but I don't like to beat around the bush and don't pretend to be something I'm not. I will not presume to know more than you do or that I am always right. I will fight for your rights and defend them wholeheartedly and mediate with the company on your behalf. You are the Union, I would be the Representative.

Brothers and Sisters, I ask for your vote. It's a few minutes out of your day to set the stage for your next contract, to make sure your contract is enforced to the fullest. To know someone is looking down the road for your future and won't take their eyes off the road. This vote represents the next three years of your work life. When you go to the voting booth, I ask you to cast your ballot for me.

Stronger Together,



Scott Seymour
Business Representative/Organizer

My name is Scott Seymour, and I am running for reelection as your Business Representative/Organizer.

I've been a proud member of Local 565 for 28 years, with 22 years working at Greenheck Fan Corp as a welder and assembler. I also served 16 years as a Union Steward, fighting for members and enforcing our contracts on the shop floor.

For the past two terms (6 years), I have had the privilege of serving as your Business Representative/Organizer. In that role, I have worked hard to deliver real, measurable gains for our membership.

Under my leadership, we secured **two of the most lucrative contracts in the history for both Greenheck Fan and Architectural Products**. These weren't small improvements, they were major, measurable gains:

- Strong wage increases across the board
- Increased job opportunities with creation of more classifications
- Bigger gains for lower-paid classifications like Dampers, Architectural Products, SP Fab, and PRV Fab
- Improved shift premiums
- Expanded vacation and PTO
- A new personal holiday for the Fan group
- Increased Emergency Time Off (ETO) for Architectural Products

We didn't just maintain—we moved forward in a meaningful way.

I strongly believe that an active and engaged membership makes our union stronger. I encourage all members to participate in the upcoming election.

I have worked well with Business Manager Jesse Buell, Business Representative Tom Niebuhr, Executive Board and Trustees.

This election comes down to a simple choice: **proven results and continued progress**.

I respectfully ask for your vote so I can continue working on your behalf and building on the progress we've made together.

Vote Scott Seymour for Business Representative/Organizer.

In solidarity,
Scott Seymour



Notice to the candidates: Please make sure you are aware of and follow all election rules.

Please remember that non-members are not eligible to vote in the upcoming officer elections

The next page contains a copy of the ballot so that you can see it ahead of time:

**OFFICIAL BALLOT
SMART LOCAL 565
ELECTION 2026-2029**

Mark an "X" in the box next to the name of the candidates of your choice. Do NOT put your name, initials, or any other identifying information on the ballot. You may vote for only one candidate per position unless otherwise noted.

PRESIDENT

Tyler Wolf (unopposed)

**BUSINESS MANAGER/FINANCIAL
SECRETARY-TREASURER**

Jesse Buell (unopposed)

VICE PRESIDENT

Robert Jacobson

Phillip Smith

**BUSINESS REPRESENTATIVE/
RECORDING SECRETARY**

Shane Fletcher

Tom Niebuhr (incumbent)

EXECUTIVE BOARD MEMBER

(Vote for 3)

Brian De La Pena

Dan Rohde (incumbent)

Brandon Sokolik

**BUSINESS REPRESENTATIVE/
ORGANIZER**

Ray Ficken

Scott Seymour (incumbent)

TRUSTEE (Vote for 4)

Jared Enkers

Tyler Kramer

Tammy Johnson (incumbent)

Ashley Narum

Mike Santos

***Any defacing of this ballot will render it void and the votes will not be counted. ***

35 Things Your Employer Cannot Do!

It is unlawful for your employer, supervisor or foreman to interfere with, restrain or coerce employees seeking to organize or join a union. Any of the acts listed below constitutes a violation of the National Labor Relations Act, as Amended.

1. Attend any union meeting, park across the street from the hall or engage in any undercover activity which would indicate that the employees are being kept under surveillance to determine who is and who is not participating in the union program.
2. Tell employees that the company will fire or punish them if they engage in union activity.
3. Lay off, discharge, or discipline any employee for union activity.
4. Grant employees wage increases, special concessions or benefits in order to keep the union out.
5. Bar employee-union representatives from soliciting employees' memberships on or off the company property during non-working hours.
6. Ask employees about union matters, meetings, etc. (Some employees may, of their own accord, walk up and tell of such matters. It is not an unfair labor practice to listen, but to ask questions to obtain additional information is illegal.)
7. Ask employees what they think about the union or a union representative.
8. Ask employees how they intend to vote.
9. Threaten employees with reprisal for participating in union activities. For example, threaten to move the plant or close the business, curtail operations or reduce employees' benefits.
10. Promise benefits to employees if they reject the union.
11. Give financial support or other assistance to a union.
12. Announce that the company will not deal with the union.
13. Threaten to close, in fact close, or move plant in order to avoid dealing with a union.
14. Ask employees whether or not they belong to a union, or have signed up for union representation.
15. Ask an employee, during the hiring interview, about his/her affiliation with a labor organization or how he/she feels about unions.
16. Make anti-union statements or act in a way that might show preference for a non-union person.

17. Make distinctions between union and non-union employees when assigning overtime work or desirable work.
18. Purposely team up non-union men and keep them apart from those supporting the union.
19. Transfer workers on the basis of union affiliations or activities.
20. Choose employees to be laid off in order to weaken the union's strength or discourage membership in the union.
21. Discriminate against union people when disciplining employees.
22. By nature of work assignments, create conditions intended to get rid of an employee because of his/her union activity.
23. Fail to grant a scheduled benefit or wage increase because of union activity.
24. Deviate from company policy for the purpose of getting rid of a union supporter.
25. Take action that adversely affects an employee's job or pay rate because of union activity.
26. Threaten workers or coerce them in an attempt to influence their vote.
27. Threaten a union member through a third party.
28. Promise employees a reward or a future benefit if they decide "no union"
29. Tell employees overtime work (and premium pay) will be discontinued if the plant is unionized.
30. Say unionization will force the company to lay off employees.
31. Say unionization will do away with vacations or other benefits and privileges presently in effect.
32. Promise employees promotions, raises, or other benefits if they get out of the union or refrain from joining the union.
33. Start a petition or circular against the union or encourage or take part in its circulation if started by employees.
34. Urge employees to try to induce others to oppose the union or keep out of it.
35. Visit the homes of employees to urge them to reject the union.

For Questions, Comments or Assistance contact: SMART Local 565 at 1-608-257-5757

The newest addition to SMART Local 565 is DLK Printing, Madison's choice for quality local silk screening. If you have any custom or promotional materials, feel free to check out their website or Facebook!



MEETINGS

We have regular monthly meetings in Wausau and Madison the first week of the month. The first Tuesday of the month, we meet at 7:30am, 12:00pm and 3:30pm at Weston Lanes in Weston. The meetings in Madison are the first Thursday of the month, at 12:00pm, 2:30pm, and at 4:00pm.

Please note: We suspend meetings during the summer months of June, July, and August.

If you have moved or if your beneficiary has changed, please contact either your Union Rep, Steward, or the Union office to fill out the appropriate cards. Also, if you will be off of work for more than a month, remember to contact Sarah in the office about your dues. You can reach her by phone 608-257-5757 or by email admin@smartlocal565.org

Remember to visit our website at smartlocal565.org

Intl. Assoc. of Sheet Metal, Air, Rail and
Transportation Workers Local 565
1602 So. Park St.
Madison, WI 53715



Non-Profit Org.
U.S. Postage
PAID
Madison, WI
Permit No. 168

MEMBER COMMENTS WELCOMED

Articles and letters are welcomed on matters of member interest.

Not all letters can be printed and because of space restraints, articles may be edited.

Please send your comments to:

SMART Local 565

1602 So. Park St. Room 105

Madison, WI 53715

The Local Voice is published by SMART Local 565 for the benefits of its members.

*Local 565 is a Labor Organization and this publication may, at times, speak out strongly
for or against issues important to working people.*