



INTERNATIONAL BROTHERHOOD

^{of} ELECTRICAL WORKERS LOCAL UNION # 405

**CEDAR RAPIDS/IOWA CITY
MARCH 2023**

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Announcements

- **Saturday, March 11th– SaPaDaPaSo Parade**
 - Entry #44, Staging Area C
 - Staging area opens at 11:00am, parade starts at 1:00pm
- **March 21st– United Area Labor Alliance Luncheon**
 - Noon to 1:30pm
 - Roundtable discussion with area legislators, all Union members are welcome and encouraged to attend
- **March 22nd– Political Listening Event**
 - 4:30pm at the Hall
- **March 26th– Indian Creek Nature Center Maple Syrup Festival**
 - Volunteers needed to cook pancakes
 - 7:00am - Noon
- **March 26th– MDA/LUCC Bowling**
 - Registration at 11:00am, bowling at Noon
- **March 31st– Pinning Banquet**

MARCH 2023

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--|--------|---|--|--|---|--------------------------------|
| | | | 1 | 2 RENEW Meeting 6:00 pm Iowa Women in the Trades 6:30 pm | 3 | 4 |
| 5 | 6 | 7 | 8 E-Board Meeting 6:00 pm | 9 | 10 | 11 SaPaDaPaSo Parade |
| 12 | 13 | 14 Veteran's Committee Meeting 6:30 pm | 15 General Meeting 6:00 pm | 16 Retirees Luncheon | 17 | 18 |
| 19 | 20 | 21 United Area Labor Alliance Luncheon 12:00-1:30 pm 11th District Women's Committee Meeting 6:00 pm | 22 Political Listening Event 4:30 pm at the Hall Local 405 Women's Committee 6:15 pm | 23 Women's Committee Book Club 6:30 pm | 24 | 25 |
| 26 ICNC Maple Syrup Festival 7:00am-Noon MDA/LUCC Bowling 11:00 am | 27 | 28 | 29 | 30 | 31 IBEW Local 405 Pinning Banquet | |

BUSINESS MANAGER REPORT

Brothers and Sisters,

Over the last several months we have been fielding several inquiries about problems with health insurance HRA accounts, retirement, and pension accounts. Each one of our service providers for these services; Auxiant, Wellmark, Delta Dental, Milliman, Covenant Family Solutions, and the National Electrical Benefit Fund pension have websites that have user options for our members to access their personal accounts to obtain information, make changes, monitor finances and access added services by registering with each of them. There are links to these sites under the “Benefits” section of our website. It is highly recommended, and we strongly encourage everyone to take advantage of the services that they provide along with other benefits associated with registering with these providers.

Cupertino Electric has a tentative schedule to slowly start phasing in manpower requests for the Palo Solar Project in April with the intent of reaching their peak of approximately 150 electricians in mid to late August. Along the same timeframe, there are several other projects that will be going on that will certainly create challenges for us to meet the demand for workers. This need for workers is going to create an opportunity to strengthen our Local by increasing union density in our jurisdiction through organizing. If you are working with, have friends, or are neighbors with any non-union electricians explain to them the benefits of being Union and send them our way so that their lives and working conditions can improve by becoming Union. Organizing has a positive effect on our Union, our members, and our employers.

There have been reports in neighboring jurisdictions and to date, we haven’t encountered any, but we need your help locating active projects secured by the Carpenters Electrical Local 57 contractors. We are asking all members to report any jobsite they encounter while working and traveling within our jurisdiction. Below is the list of Carpenters Local 57 contractors for your reference.

- Reinhold Electric
- Power Up Electric
- HABCO Partnership Inc.
- Higgins Electric
- Fry Electric
- Advance Lighting and Power LLC
- D3 Electric
- Bella Power Systems

The Carpenters Union is undercutting our hard-won economic standards by exploiting the skills of the underrepresented members of Local 57. By sharing these locations with us, you will be joining in our fight to give them a choice of better union representation!

In Solidarity,
Junior Luensman

CONTRACT TOPIC OF THE MONTH

Inside Agreement

Section 3.16. Material delivery shall be made by the Employer, Employer's Representative, or workmen employed under the terms of this Agreement. Workmen shall not be required or permitted to haul Employer's materials or tools in their own vehicles.

VDV

Section 3.15. Employees under this Agreement shall not be required to furnish power or special tools or test equipment. Employees shall not use the Employers' property such as tools, parts, test equipment and transportation for other than the Employers' business.

Residential

Section 3.24. Material delivery shall be made by the Employer, Employer's representative, or workmen employed under the terms of this Agreement. Workmen shall not be required or permitted to haul Employer's materials or tools in their own vehicle.

POLITICAL LISTENING EVENT

The one common theme that we keep encountering when talking to area politicians is the question "What are you hearing from your members?" It occurred to us that we have a really good understanding of what our left-leaning members think and feel, but we have a much less clear idea of what our members who are in the center or more to the right think and feel. That is why on **Wednesday, March 22nd at 4:30 pm** in the conference room at our Hall, we would like to have an informal conversation with our membership about ideas or policies that you would like to see enacted on labor's behalf. Our organization is not beholden to any political party or ideology. Our strength as a labor movement only gets stronger by listening to everyone, so with that in mind, please show up with your ideas and opinions ready to share. We will be there ready to listen and to have a respectful conversation.

COMMUNICATIONS

JATC TRAINING CENTER NEWS

Brothers & Sisters of IBEW Local 405; thank you for allowing me to serve as training director of our apprenticeship program for the past 17-years. Many thanks to the devoted, hard-working JATC instructors and staff I've worked with during this time.

There have been many changes in our training structure since I started as an apprentice in 1980, at which time we attended class 2-nights a week at Kirkwood. In 2005 our members and contractors purchased the old post office substation on Johnson Avenue and performed extensive renovations to establish our own training center.

Continued growth and training needs led to doubling the size of our facility in 2010. The JATC trustees and staff have worked diligently to maintain and improve our training facilities and program as the ever-advancing electrical industry, and the national Electrical Training Alliance have dictated. I have been privileged to see the transition of many of our local's members who came throughout the apprenticeship program, and have become successful & industrious JW's, foremen, project managers, and industry leaders.

I am grateful to have had a career in such a rewarding industry and to have worked with so many great people both on-the-job and at the training center.

Sincerely,

Mike Carson-Training Director

VETERAN'S COMMITTEE

The next Veterans Committee meeting is on Tuesday, March 14th at 4:30 pm. Meetings are held on the 2nd Tuesday of each month at 4:30 pm.

RETIREES SOCIAL CLUB

The Retirees meet every third Thursday at 11:30 am for lunch at the Union Station. These lunches are a great way to meet new friends and to re-unite with some old friends that you may have lost contact with since retiring. Stop by the Union Station this month and enjoy some memories!

RENEW

Please join us for our monthly meeting on Thursday, March 2nd at 6:00 pm in person or on Zoom. RENEW meetings are the first Tuesday of every month.

WOMEN'S COMMITTEE

A big thank you to all of those who participated in our Big Brothers Big Sisters bowling team. It was certainly a great time. The next fellowship event is taking place on March 4th in Des Moines. Iowa Women in Trades is hosting a leadership summit from 9:00 am to 3:00 pm. Workshops will include Women in Labor History, Your Rights on the Job, Update on New Laws, Building a Respectful Workplace, Telling Your Story and Women as Leaders. The keynote speaker will be Gina Walsh – a journeyworker insulator, Deputy Director for Heat & Frost Insulators LMCT, Former (Missouri) State Building Trades President and Former Missouri State Senator. This event is free and lunch will be provided – all you need to do is register at https://bit.ly/Women_In_Trades_Summit_registration. Contact Amanda Cooling if you have any questions or want to carpool (amandacooling611@gmail.com).

Amanda Cooling, 7477624

VDV

As building designs are becoming smarter, there is an increased need for ethernet within the building structure. A phrase that is not often familiar to use in the field is BACnet. This phrase is short for Building Automation Control Network and is both an ISO and ANSI standard. The basic concept of this system is that it can apply an address to a variety of devices on the system and allows the devices to “talk” amongst each other and the brains of the system. This network is frequently used for HVAC but can be used for fire, security, lifting and elevators. As HVAC is more common in our area, I am going to use that system for examples. In order to achieve a more consistent heating and cooling within a building, an HVAC system would include a data connection to monitor sensors/closet HVAC units/etc. Then the headend processes the info to decide if one room needs more heating than another and so on in order to cut down on turning heating on to all rooms. How does this apply to us? The IT department of the owner may not want this data integrated into the rest of the data for the building. It would be a good practice to confirm if a separate patch panel is needed for this specific system or if the patch panel needs to be placed in a different rack altogether. We should also be on the lookout in case this system requires a different numbering scheme or cable color which should be found in the specifications. Some good basic information can be found in the following document (<https://www.controls.com/pdf/BACnetIntroduction.pdf>) as well as on the internet. It can get pretty techy but it will be used more in the years to come.

Amanda Cooling, 7477624

MEMBERS IN ARREARS

This list is provided to share the statistics of how many members are behind in payment of their dues and how many individuals aren't receiving all the benefits of being a Union member. Remember to check dues receipts on the job. It is expected that everyone pays their dues on time, every month, the process to pay dues has been simplified to alleviate any issues.

The non-members working are those that are classified as JW's (Books 1 & 4), VDV, Apprentices and Other (which includes Residential Helpers, Iowa City Helpers, unindentured apprentices, CE and CW's). If you are working with any of these individuals, we ask that you explain to them the benefits of joining and being an active member of our Union.

Delinquent Members (4-6 months late, owe \$30.00 reinstatement fee): 14 members

Arrears (1-day to 3 months late): 109 Members

| Contractor | Arrears/ Delinquent | Non-Members JW | Non-Members VDV Tech | Non-Members Apprentice | Non-Members Other |
|-------------------|------------------------|-------------------|-------------------------|---------------------------|----------------------|
| A&B Electric | 1 | 1 | 0 | 1 | 2 |
| Acme Electric | 9 | 0 | 0 | 9 | 2 |
| Baker Electric | 1 | 0 | 0 | 0 | 0 |
| Baker Group | 4 | 0 | 1 | 1 | 1 |
| BIS Industrial | 1 | 0 | 0 | 1 | 1 |
| Basepoint/CI3 | 1 | 1 | 0 | 1 | 0 |
| CORD Electric | 0 | 0 | 0 | 0 | 0 |
| Dependable | 3 | 0 | 0 | 0 | 0 |
| ESCO Electric | 8 | 0 | 0 | 6 | 5 |
| Gerard Electric | 6 | 1 | 0 | 3 | 7 |
| Hawkeye Electric | 16 | 4 | 1 | 14 | 23 |
| Justice Electric | 2 | 0 | 0 | 2 | 2 |
| Munson Electric | 4 | 0 | 0 | 2 | 1 |
| Nelson Electric | 7 | 1 | 3 | 5 | 5 |
| Paulson Electric | 11 | 0 | 0 | 4 | 3 |
| PEC | 0 | 0 | 2 | 0 | 2 |
| Premier Electric | 1 | 0 | 0 | 1 | 1 |
| SE Electric | 0 | 0 | 0 | 0 | 0 |
| Shay Electric | 0 | 0 | 0 | 0 | 2 |
| Streff Electric | 1 | 1 | 0 | 2 | 5 |
| Tech Solutions | 5 | 0 | 2 | 2 | 1 |
| Trey Electric | 6 | 1 | 0 | 5 | 0 |
| Tri-City Electric | 7 | 0 | 1 | 7 | 6 |
| Not on referral | 29 | X | X | X | X |
| Total | 123 | 10 | 10 | 66 | 69 |

BENEFIT COMMUNICATIONS

IBEW Local 405:

Cedar Rapids Office Phone:
(319) 396-8241

Cedar Rapids Office Fax:
(319) 396-3083

E-mail to Resign:

ibew405@ibew405.org

Website: www.ibew405.org

Cedar Rapids JATC:

Main Phone: (319) 654-9238

Website: www.crejatc.org

Auxiant:

Main Phone: (319) 398-3283

Main Fax: (319) 866-9889

Vanessa: Ext. 1221 For:
Union Services or HRA

Devlin: Ext. 1208 For:
COBRA Coverage

Jacey: Ext. 1220 For:
Short Term Disability

Jordan: Ext. 1299 For:
Vision Claims &
Prescription Safety Glasses

Mercy EAP:

(319) 398-6694

Milliman:

(866) 767-1212

Wellmark

Health/Prescriptions:

Customer Service:
(800) 524-9242
Group #: 56700

Delta Dental of Iowa

(800) 544-0718
Group #: 92485

Health & Welfare Total Hours Worked

| Work Month | 2021 | 2022 | Difference |
|--------------|------------------|---------------------|------------------|
| January | 132,431 | 126,672.13 | (5,759.47) |
| February | 123,995 | 167,035.17 | 43,039.62 |
| March | 114,303 | 159,739.22 | 45,435.72 |
| April | 154,489 | 173,953.49 | 19,464.04 |
| May | 137,399 | 133,085.12 | (4,314.48) |
| June | 135,058 | 158,931.82 | 23,873.04 |
| July | 167,202 | 172,719.64 | 5,517.33 |
| August | 135,832 | 153,059.55 | 17,226.68 |
| September | 155,798 | 162,808.75 | 7,010.63 |
| October | 185,751 | 122,204.13 | (63,547.19) |
| November | 146,948 | 153,662.37 | 6,713.94 |
| December | 163,222 | 146,904.93 | (16,314.66) |
| Total | 1,752,434 | 1,830,779.32 | 78,345.20 |

Health & Welfare Balances

| | H & W Balance | HRA Balance | Dollar Bank Balance | Months in Reserve |
|------------------|------------------|----------------|------------------------|----------------------|
| October 2022 | \$17,856,618.00 | \$6,875,014.61 | \$1,148,012.82 | 9.7 |
| November 2022 | \$18,169,614.81 | \$6,939,423.87 | \$1,144,602.27 | 10.1 |
| December 2022 | \$18,211,933.82 | \$6,791,116.78 | \$1,141,991.98 | 10.3 |



Employee Assistance Program (EAP) Member Portal IBEW

Steps to Creating Your Account

1. Goto: www.CovenantWorkplaceSolutions.com
2. Click "**LOGIN**" at the top right of the home page.
3. Click the link that says, "**Create One**," at the bottom.
4. Fill out your first and last name, email address, create a password, enter your phone number, and company code.
 - Your private company code: **EAPIBEW22**
(For employee and family members within the immediate household)
5. Click "**REGISTER**"

Congratulations! Your account is now created!

When accessing the self-help course media library (found in the Self-Help Resources section), Use coupon code **EAPIBEW22 to waive all fees.*

DON'T FORGET TO INVITE IMMEDIATE FAMILY MEMBERS WITHIN THE HOUSEHOLD TO SET UP THEIR ACCOUNTS

For a more in-depth video tutorial, go to:
https://www.youtube.com/watch?v=Dr_EfEWmIJJs

Call or email the Covenant Workplace Solutions team for any questions or concerns regarding your account.

(833) 434-1335 | 819 5th Street SE, Cedar Rapids, IA 52401 | www.CovenantWorkplaceSolutions.com

IBEW LOCAL 405
1211 WILEY BLVD, SW
CEDAR RAPIDS, IA 52404

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