



# INTERNATIONAL BROTHERHOOD

## <sup>of</sup> ELECTRICAL WORKERS LOCAL UNION # 405

CEDAR RAPIDS/IOWA CITY  
APRIL 2023

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### Announcements

- **Wednesday, April 12th:** Stewards Training at the IBEW 405 Hall from Noon to 4:00pm
- **Saturday, April 15th:** United Labor Alliance Luncheon at the IBEW 405 Hall from Noon to 1:30pm
- **Wednesday, April 19th:** General Meeting-Smoker at 6:00pm
- **Thursday, April 27th:** Workers Memorial Day  
Each year on Workers Memorial Day, working people throughout the world remember those who were killed on the job, and renew our struggle for safe workplaces. Join the University of Iowa Labor Center and Paul Iverson on April 27th, 2023 as we honor those we lost. This event is sponsored by the Hawkeye Area Labor Council AFL-CIO.

# APRIL 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6 RENEW Meeting 6:00 pm  Iowa Women in the Trades 6:30 pm	7	8
9	10	11 Veteran's Committee Meeting 6:30 pm	12 Stewards Meeting 12:00 pm E-Board Meeting 6:00 pm	13	14	15 United Area Labor Alliance Luncheon 12:00-1:30 pm
16	17	18	19 General Meeting (Smoker) 6:00 pm	20 Retirees Luncheon	21	22
23	24	25 11th District Women's Committee Meeting 6:00 pm	26 Local 405 Women's Committee 6:15 pm	27 Workers Memorial Day  Women's Committee Book Club 6:30 pm	28	29
30						

# BUSINESS MANAGER REPORT

Brothers and Sisters,

It was a busy March for needing volunteers, thanks to everyone that made it out to help with the SaPaDaPaSo Parade, membership turnout was great. There have been discussions about doing something different with the float, the current float was the result of a contest between each of the apprenticeship classes. If there is interest in starting a new contest to come up with a new design or different ideas that you would like to share, let's start the conversation now. Our IBEW 405 volunteers spent a Sunday morning cooking pancakes and sausages for over 1,000 people at the Indian Creek Nature Center's Maple Syrup Festival, for the weekend they served around 3,000 people. Every year they express their appreciation and gratitude to our volunteers for helping make their fundraiser a success. Local 405 had three teams participate in the MDA/LUCC Union Bowling Tournament, and everyone that participated had a good time. It was a successful fundraiser for the organization and put area Unions in the spotlight within the community. Throughout this year we will have several opportunities for our members to make a difference in our Union by volunteering, consider sparing some time to help out your Local. Everyone's participation and willingness to volunteer is greatly appreciated and not overlooked.

Built By Pro's has once again partnered with Rock 108 to continue the "Lunchbox Heroes" in which the radio station will do a live broadcast from a different jobsite every other week throughout the summer. Lunch will be provided for the construction workers on each site. Let us know what jobsites you are on and we will work on getting it on the schedule.

We have scheduled a Stewards Training Class for the 5th-year apprentices with the IBEW Education Department on Wednesday, April 12th. If you are interested in becoming a job/shop steward, contact the Hall to sign-up for training. If you have already had the training, we encourage you to take it again as a refresher. If you are unsure and have questions, give us a call.

Remember to check dues receipts on the job, every month, at the beginning of the month. It is expected that everyone pays their dues on time, and it has never been easier to do.

If you see any of these non-union electrical contractors listed below let us know where they are:

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

In Solidarity,

Junior Luensman

# CONTRACT TOPIC OF THE MONTH

Over the past several months, it has become abundantly clear that neither our members nor our contractors have a clear understanding of the contractual obligations when it comes to working outside of our jurisdiction. The language in the CBA is very clear in identifying the compensation for travel in the cases of daily work, extended stays, and whether transportation is provided or not. If you are driving or riding in a company vehicle on your own time for a project in another jurisdiction, your employer has to pay you travel pay. If you are driving your own vehicle on your own time or you are a passenger, the employer has to pay you travel pay. If you have to take a plane to your destination on your own time, then you get paid mileage. Our working assessments are the lowest around and when you work in other jurisdictions you are probably taking a pay cut by paying the higher assessments to the Local that you are working in. The travel pay is a tool to help compensate our members for their time, the disruption to their personal lives, unnecessary wear and tear on their vehicles, fuel, and other added costs that burden our members.

**Inside Agreement Section 3.07...** For employees working daily outside the jurisdiction of Local Union 405, a travel pay allowance, in the form of per diem, shall be paid before and after working hours to any workmen traveling to or from any job site outside of Local Union 405 jurisdiction at the rate of fifty cents per mile, both directions. It is noted that mileage pay starts at the jurisdiction line. This section applies when a company vehicle is supplied. If no company vehicle is supplied, the employer shall pay the above rates, but shall also include the standard IRS mileage reimbursement.

**VDV Agreement Section 3.11** C. Travel allowance shall be paid before and after working hours to any workmen traveling to or from any jobsite outside of a 60-mile radius from the local union hall at the rate of twenty cents (\$.20) per mile for installers and thirty (\$.30) cents per mile for all other classifications, both directions. It is noted that mileage pay starts in excess of the 60-mile radius, and then it is paid from post office to post office. When an employee is requested to drive their personal vehicle, they will receive mileage per the current IRS rate.

**Residential Agreement Section 3.18...** Employers shall pay travel time (mileage) at the current federal rate when employees are required to work outside the jurisdiction. Mileage shall be figured from the shop to the jobs site and shall be paid for travel in both directions (to job site and back).

# COMMUNICATIONS

## JATC TRAINING CENTER NEWS

Congratulations to Mike Carson for his recent retirement after serving the electrical trade for the past 43-years, 17 of those years as Training Director. He will definitely be a hard act to follow! Be sure to congratulate Mike when you see him out and about.

The 2023 *National Electrical Code* cycle is underway; all Journeyman Wiremen must complete the 18-hours of continuing education by December 31, 2022. A minimum of 6-hours must be *Code*-related. Classes are being added for late April/early May, visit the training center website at [www.crejatc.org](http://www.crejatc.org) to review and register for courses of interest. I would also like to thank the members that have stepped forward to provide this training to our brothers and sisters.

Finally, I would like to welcome Brother Chad Neal as the newest addition to our staff at the training center. Thank you to those brothers and sisters that took the time and effort to apply for the instructor position. We received applications from several qualified candidates, any one of which would have made an excellent choice for the position. Chad will be stepping into the instructor position vacated by Steve Straub as Steve steps into the Training Coordinator position.

Jebediah Novak, Training Center Director

## VETERAN'S COMMITTEE

The next Veterans Committee meeting is on Tuesday, April 11th 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, April 6th at 6:00 pm in person or on Zoom. RENEW meetings are the first Tuesday of every month.

## WOMEN'S COMMITTEE

The following events are coming up for the Women's Committee:

Thursday, April 6th: Iowa Women in the Trades at 6:30 pm

Tuesday, April 25th: 11th District Women's Committee Meeting at 6:00 pm

Wednesday, April 26th: Local 405 Women's Committee Meeting at 6:15 pm

Thursday, April 27th: Women's Committee Book Club Meeting at 6:30 pm

# 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): 8 members**

**Arrears (1-day to 3 months late): 67 Members**

Contractor	Arrears/ Delinquent	Non-Members JW	Non-Members VDV Tech	Non-Members Apprentice	Non-Members Other
A&B Electric	0	1	0	1	2
Acme Electric	7	0	0	9	2
Baker Electric	3	0	0	0	0
Baker Group	3	0	1	1	1
BIS Industrial	0	0	0	1	0
Basepoint/CI3	0	1	0	1	0
CORD Electric	0	0	0	0	0
Dependable	1	0	0	6	6
ESCO Electric	8	0	0	6	5
Gerard Electric	3	1	0	1	8
Hawkeye Electric	12	6	1	10	25
Justice Electric	2	1	0	2	2
Munson Electric	4	0	0	3	2
Nelson Electric	6	0	3	5	6
Paulson Electric	2	0	0	4	3
PEC	0	0	2	0	2
Premier Electric	2	0	0	1	1
SE Electric	1	0	0	0	0
Shay Electric	0	0	0	0	3
Streff Electric	1	1	0	2	5
Tech Solutions	4	0	3	2	1
Trey Electric	3	1	0	5	2
Tri-City Electric	6	0	1	7	7
Not on referral	9	X	X	X	X
Total	75	12	11	67	83

# 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](mailto:ibew405@ibew405.org)

Website: [www.ibew405.org](http://www.ibew405.org)

## Cedar Rapids JATC:

Main Phone: (319) 654-9238

Website: [www.crejatc.org](http://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 #: 1-35517-1

## Health & Welfare Total Hours Worked

Work Month	2022	2023	Difference
January	126,672.13	135,654.87	8,982.71
February	167,035.17		
March	159,739.22		
April	173,953.49		
May	133,085.12		
June	158,931.82		
July	172,719.64		
August	153,059.55		
September	162,808.75		
October	122,204.13		
November	153,662.37		
December	146,904.93		
<b>Total</b>	<b>1,830,779.32</b>		

## Health & Welfare Balances

	H & W Balance	HRA Balance	Dollar Bank Balance	Months in Reserve
January 2023	\$19,160,672.59	\$6,720,401.61	\$1,137,661.73	11.3
February 2023	\$18,864,857.69	\$6,671,366.43	\$1,129,153.91	11.1
March 2023		\$6,669,354.69	\$1,122,616.79	

## Wellmark Well-being

### Need Quick Answers?

Call 844-84-BEWELL (844-842-3935)

What happens when it's 2 am and your little one's complaining of an earache? Or you're out of town and you start experiencing side effects from a new medication?

Rest assured, you can call BeWell 24/7 at any time, day or night, to be connected to a health care professional who can answer your questions and put your mind at ease.

We can help you address basic health and health insurance concerns - like finding a provider for you or a family member.

Simply call 844-84-BEWELL (844-842-3935) to talk to a real person. If it's an emergency, immediately call 911 instead.

Some examples BeWell can help with:

- Need a doctor at home or while traveling? The people at BeWell 24/7 can find a local in-network doctor for you-saving you time and effort.
- Need to know the best place to go for care based on your symptoms? BeWell 24/7 can help with that, too-saving you money on unnecessary appointments or emergency room visits.
- Don't know if your doctor's recommendation is right for you? BeWell 24/7 can schedule appointments for you so they all fall on the same day, saving you time away from work and family.
- Or, maybe you have a specific condition and need to see several specialists. BeWell 24/7 can schedule appointments for you so they all fall on the same day, saving you time away from work and family.
- BeWell 24/7 can even coordinate your care. From meals and prescription drug delivery, to medical equipment and in-home safety, BeWell 24/7 can facilitate arrangements, saving you from worry.

### Member Discounts

Savings are just a click away with Blue 365. As a Wellmark member, you have exclusive access to deals and discounts to help you save money on things like:

- Gym memberships
- Fitness gear and activity trackers
- Healthy eating options

Simply use your Wellmark ID card to access Blue365 deals.

Visit [blue365deals.com](https://blue365deals.com)



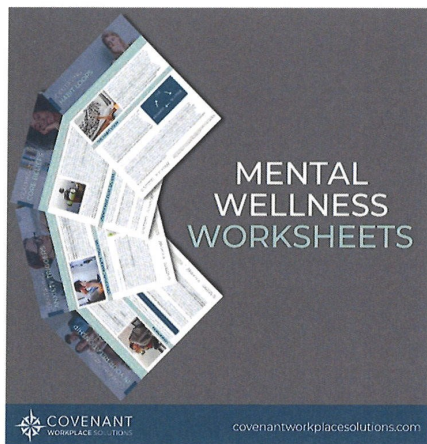
### This Month's Challenge

Get 7+ hours of sleep EVERY night.

[LEARN MORE →](#)

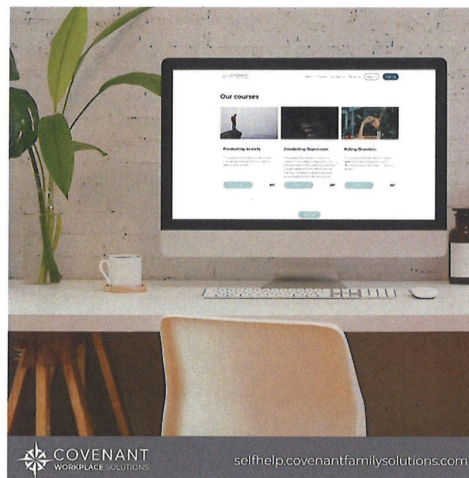
The Journal of Clinical Sleep Medicine states that adults should sleep 7 or more hours per night on a regular basis to promote optimal health.

Sleeping less than 7 hours per night on a regular basis is associated with adverse health outcomes, including weight gain and obesity, diabetes, hypertension, heart disease and stroke, depression, and increased risk of death. Sleeping less than 7 hours per night is also associated with impaired immune function, increased pain, impaired performance, increased errors, and greater risk of accidents.



### DOWNLOADING WORKSHEETS IS EASY

Visit the **Self-Help Resources** section of your personal Lifestyle EAP member portal to download as many self-help worksheets as you'd like.



### HOW TO ACCESS YOUR SELF-HELP COURSES

Visit the **Self-Help Resources** section of your personal Lifestyle EAP member portal to connect directly to the self-help course media library!

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

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