



INTERNATIONAL BROTHERHOOD

of ELECTRICAL WORKERS LOCAL UNION # 405

CEDAR RAPIDS/IOWA CITY
MAY 2023

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- Friday, May 12th: Service Pin Banquet
- Sunday, May 14th: Mother's Day
- Monday, May 29th: Memorial Day (Holiday)
- Wednesday, May 31st: Apprentice Turnout BBQ
- Save the Date:
 - Saturday, June 17th RENEW Blood Drive

If you see any of these Carpenter's Local 57 non-union electrical contractors listed below, let us know where they are:

- Reinhold Electric
- Power Up Electric
- HABCO Electric
- Higgins Electric
- Fry Electric
- Advance Lighting and Power LLC
- D3 Electric

MAY 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4 RENEW Meeting 6:00 pm Iowa Women in the Trades 6:30 pm	5	6
7	8	9 Veteran's Committee Meeting 6:30 pm	10 E-Board Meeting 6:00 pm	11	12 Service Pin Banquet	13
14 Mother's Day	15	16 11th District Women's Committee Meeting 6:00 pm	17 General Meeting 6:00 pm	18 Retirees Luncheon	19	20
21	22	23 United Area Labor Alliance Luncheon 12:00-1:30 pm	24 Local 405 Women's Committee 6:15 pm	25 Women's Committee Book Club 6:30 pm	26	27
28	29 Memorial Day (Holiday)	30	31 Apprentice Turn-out BBQ			

BUSINESS MANAGER REPORT

Sisters and Brothers,

I recently attended the IBEW 2023 Construction and Maintenance Conference and it was no surprise that the topics of discussion were the shortage of electrical workers across the country, jurisdictional disputes with other crafts claiming our work, and Davis-Bacon labor standards that were reinforced in the Bipartisan Infrastructure Law (BIL).

One overlooked result of our recent negotiations was the strengthening of our Davis-Bacon reporting language. Article II, Section 2.29 of our CBA requires that our employers shall report to the Department of Labor and to the Union a form WD-10 for each job over \$20,000.00. Currently, in our six-county jurisdiction, the Davis-Bacon prevailing wage for journey worker electricians is under \$30.00/hour, putting our contractors at an immediate disadvantage when bidding projects that use federal funds. The timeline is uncertain but with this mandatory reporting, our wages will prevail in all six counties once again, thus creating more job opportunities for our members and growing our Local.

Locally and across the country the IBEW is fighting to maintain the standard that the installation of solar panels is the work of an Electrician. The Carpenters, Iron Workers, and Laborers are all staking claim that this work is theirs for the taking. To date, Local 405 has been successful in warding off such claims and keeping that work for the IBEW. Moving forward as we face the struggles of workforce shortages; developers are going to look toward other crafts to do the work if we can't provide the labor needed to complete projects on time and on budget.

As we face these challenges, the key to our success is having a strong strategic organizing plan, along with an increasing membership retention rate. Carpenter's Local 57 electricians are working in our jurisdiction at lesser wages and benefits than we determine one should be paid in our jurisdiction. With all the work that we have lined up and as the need for more electricians increases, organizing will be the answer to weaken the non-union workforce, increase our market share and create a better standard of living for not just our members, but also the individuals that haven't had the opportunity to work for a union. As our Local grows, it becomes stronger, and when that happens, we are in a better position to negotiate better benefits and higher wages for everyone.

Lastly, Local 405 has a long history of working people coming together to create respectful workplaces and strong communities for ourselves and our families. We are facing political and corporate challenges that threaten our future, and at the same time, the demand for skilled workers is at an all-time high. We must ensure equal access to opportunities for anyone who seeks to be a part of our Union, together we can successfully address these issues by continuing to organize and support all workers.

In Solidarity,

Junior Luensman

CONTRACT TOPIC OF THE MONTH

ANNULMENT/SUBCONTRACTING:

Cedar Rapids Inside Section 2.24

Residential Section 2.20

VDV Section 2.11

The Local Union is part of the International Brotherhood of Electrical Workers and any violation or annulment by and individual Employer or the approved Agreement of this or any other Local Union of the IBEW, other than violations of Paragraph 2, of this Section, will be sufficient cause for the cancellation of this Agreement by the Local Union after a finding has been made by the International President of the Union that such a violation or annulment has occurred.

The subletting, assigning, or transfer by an individual Employer of any work in connection with electrical work to any person, firm, or corporation not recognizing the IBEW or one of its Local Unions as the collective bargaining representative of his employees on any electrical work in the jurisdiction of this or any other Local Union to be performed at the site of the construction, alteration, painting or repair of a building, structure or other work, will be deemed a material breach of this Agreement.

All charges of violations of Paragraph 2 of this Section shall be considered as a dispute and shall be processed in accordance with the provision of this Agreement covering the procedure for the handling of the grievances and the final and binding resolution of disputes.

Sub-Contracting Procedures: (As defined through the grievance process)

As per the Tuesday, **December 6, 2005** Labor/Management meeting, the following procedures for the sub-contracting of work shall be as follows:

The Employer shall not sub-contract any work to a non-signatory electrical contractor, to include:

1. Trenching
2. Directional Boring
3. Setting Poles
4. Auguring Holes
5. Pouring Concrete

The employer will notify Local Union #405 before any trenching is performed.

COMMUNICATIONS

JATC TRAINING CENTER NEWS

The training center currently has three continuing education courses scheduled for the next month. Each of the classes is 3-hours in duration, and count towards 3-hours of Code-related instruction. There are still seats available as of the time this is being written.

The training center recently co-hosted the Cedar Rapids/Iowa City Building Trades Career Fair. Over the course of two days, we hosted more than 400-students where they were given presentations from 11 of the building trades apprenticeships in the area. Thank-you to the committee members and agents that came over to help out with the event; we even got Darla and Mike back from retirement.

We have begun indenturing apprentices for the upcoming school year. At this time, there are 7 newly indentured apprentices, and more will be following shortly. Be sure to reach out to these new apprentices to make them feel welcome so they know they made the right decision when they accepted our offer for apprenticeship.

In Solidarity,
Jebediah Novak, Training Director

WOMEN'S COMMITTEE

The Women's Committee will be meeting on the following dates:

- Thursday, May 4th: Iowa Women in Trades, 6:30 pm
- Tuesday, May 16th: 11th District Women's Committee, 6:00 pm
- Wednesday, May 24th: Local 405 Women's Committee, 6:15 pm
- Thursday, May 25th: Women's Committee Book Club, 6:30 pm

Amanda Cooling, 7477624

VETERAN'S COMMITTEE

The Veteran's Committee will be hosting a blood drive on the morning of Saturday, June 17th, at the Hall. A link to sign up will be posted in the middle of May.

Please join the Veteran's Committee on May 29th at 7:30 am as we pay tribute to fallen service members interred at Cedar Memorial in Cedar Rapids. Volunteers will gather at the Family Center garages (to the right when you pull in to Cedar Memorial) starting at 7:30 am.

Our next meeting will be on Tuesday, May 9th at 4:30 pm at the Hall.

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, May 4th at 6:00 pm in person or on Zoom. RENEW meetings are the first Thursday of every month.

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): 20 members

Arrears (1-day to 3 months late): 80 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	5	0	0	9	2
Baker Electric	0	0	0	0	0
Baker Group	3	0	1	1	1
BIS Industrial	1	0	0	1	0
Basepoint/CI3	2	1	0	1	0
CORD Electric	0	0	0	0	0
Dependable	0	0	0	0	0
ESCO Electric	5	0	0	6	5
Gerard Electric	5	1	0	2	8
Hawkeye Electric	14	4	1	10	25
Justice Electric	3	0	0	2	3
Munson Electric	7	0	0	2	3
Nelson Electric	6	0	3	4	5
Paulson Electric	2	0	0	4	3
PEC	1	0	2	0	2
Premier Electric	1	0	0	1	1
SE Electric	2	0	0	0	0
Shay Electric	1	0	0	0	3
Streff Electric	2	1	0	2	5
Tech Solutions	4	0	2	2	5
Trey Electric	3	1	0	5	3
Tri-City Electric	9	0	1	6	7
Not on referral	24	X	X	X	X
Total	100	9	10	59	79

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

Devin: Ext. 1208 For:
COBRA Coverage

Jacey: Ext. 1220 For:
Short Term Disability

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

Covenant EAP:

(833) 434-1335

Milliman:

(866) 767-1212

Wellmark

Health/Prescriptions:

Customer Service:
(800) 524-9242

Group #: 56700

Union Liaison, **Bob Gilmore:**
gilmorer2@wellmark.com

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		
Total	1,830,779.32	135,654.87	8,982.71

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	

MEMBER DISCOUNTS

Savings are just a click away with Blue365®. 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.

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Health Insurance—At your fingertips.

Get easy, on-the-go access to tools, resources and insights that help you manage health care spending and live a healthier life with the Wellmark mobile app. You might already know there are advantages to finding an in-network doctor—think of the cost-savings— but what if you don't know your network? There are a couple different ways to find your network:

1. Look at your ID card— Take a look at your Wellmark ID card. The name of your network can be found in the upper right-hand corner of your card.
2. Log in to myWellmark— For the most accurate information, register or log in to myWellmark. You'll find your personal network information by clicking on the Coverage tab and navigating to Plan Details. You can see your information anytime, anywhere by downloading the mobile app.



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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