



INTERNATIONAL BROTHERHOOD

^{of} ELECTRICAL WORKERS LOCAL UNION # 405

CEDAR RAPIDS/IOWA CITY
JUNE 2023

IN THIS ISSUE

PG. 2

Calendar

PG. 3

Business Manager Report

PG. 4

Contract Topic of the Month

PG's. 5-6

Communications

PG. 7

Membership Status

PG's. 8-9

Benefit Communications

Announcements

- Friday, June 16th- IBEW 405 Night at the Ballpark- \$10.00 per person, paid in advance at the Hall.
- Saturday, June 17th RENEW Blood Drive-sign up in advance on the Local 405 website.
- Wednesday, June 21st- General Meeting/Election Results

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
- Bella Power Systems

JUNE 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 RENEW Meeting 6:00 pm Iowa Women in the Trades 6:30 pm	2	3
4	5	6	7	8	9	10
11	12	13 Veteran's Committee Meeting 4:30 pm	14 E-Board Meeting 6:00 pm	15 Retirees Luncheon	16 IBEW 405 Night at the Ballpark	17 RENEW Blood Drive 8:00-11:00 am at the Hall
18 Father's Day	19 Juneteenth	20 11th District Women's Committee Meeting 6:00 pm	21 General Meeting 6:00 pm	22	23	24
25	26	27	28 Local 405 Women's Committee 6:15 pm	29	30	

BUSINESS MANAGER REPORT

Brothers and Sisters,

First of all, congratulations to the graduating class of apprentices that have completed their apprenticeship training and are now transitioning into the next phase of their careers as journeyworkers. Some of you will become foremen or general foremen, others will become service truck drivers, but all of you have become trainers and will be expected to share your knowledge with apprentices for the rest of your careers. Make the best of it, and always remember where you came from.

We are currently in the middle of our Local elections, and the ballots have been mailed out. If you have not received your ballot by the time you receive this newsletter, reach out to Nichole at the Hall, and she will get you in touch with the election judge. We strongly encourage you to actively participate in the election to ensure your voice is being heard.

As a reminder, there are links on our website under the “Benefits” tab for each of our service providers for our health insurance and our pensions. Our members are able to register on each of these sites to gain access to important information about their personal accounts. Some of the information available is real-time account balances in your HRA and pension/401K, amounts paid YTD for deductibles and out-of-pocket maximums, and downloadable EOB’s for HRA reimbursements. If you have not registered on any of these accounts yet, you are missing out on valuable resources that are very useful.

In light of several incidents over the past several months, it has become increasingly clear that we need to step up the discussions about creating and maintaining a harassment-free culture in the workplace. For our Local, our members, and our employers to be effective at changing the culture on our jobsites, one that has been developed over decades, it is going to take time and commitment from each one of us. To be truly effective, harassment recognition, training, and prevention must go beyond a single “check the box” event when we do onboarding for a new job. We need to address these issues on a daily basis and increase the expectations for everyone through communication and ongoing education. Behavior in the workplace extends beyond the jobsite. Everything that happens off-site at Local events and on social media affects the workplace, oftentimes in a negative way. I challenge all of our members to be more mindful of their actions and behaviors in and out of the workplace, and I urge you all to consider how those individual actions or behaviors might be perceived before acting on them. It is up to us to change the culture on our jobsites to ensure everyone feels accepted and welcomed; our future employment depends on it.

Remember to check dues receipts on the job. It is expected that everyone pays their dues on time every month. The process of paying dues has been simplified to alleviate any issues.

In Solidarity,

Junior Luensman

CONTRACT TOPIC OF THE MONTH

Cedar Rapids Inside Section 5.12. Each job site shall be allowed a ratio of 3 apprentice(s) for every 3 Journeyman Wiremen (man), or fraction thereof.

Number of Journeymen	Max. No. of Apprentices/Unindentured
1	3
2	3
3	3
4	6
5	6
6	6
7	9
8	9
9	9
10	12

IBEW 405 Market Recovery Program

Residential Helper MOU

2. A job ratio of one (1) Journeyman Inside Wireman or Residential Wireman and up to three (3) non-journeyman classifications (any combination of Inside Apprentices, Residential Trainees, or CW's) as long as it is in compliance with state and local codes.

Solar Addendum Section Two: Ratio

The scope of work to be performed under this Addendum shall be all work associated with the installation of post, racking, blocking and panel assembly. All other work associated with a solar installation (including but not limited to: conduit, wiring, inverters and distribution work, etc.) shall be performed under the terms of the Inside agreement between the parties.

A job ratio of 1 Journeyman Wireman and up to three (3) alternate classification (any combination of apprentices and alternate classifications).

VDV Section 9.11

The allowable ratio shall be one to one (1 to 1) for apprentices to technicians.

Residential Section 5.08

Though the JATC cannot guarantee any number of apprentice, any employer signatory to this agreement shall be entitled to a ratio of two (2) apprentices to one (1) Residential Wireman on any job.

COMMUNICATIONS

JATC TRAINING CENTER NEWS

Congratulations to the fifth-year apprentices whose last day of school is on May 31st. They have been a great group to have in the classrooms over the past five years, and they will be great assets to the Local as we move forward. They are:

Charlie Babcock	Mike Finley	Mitch Maynard
Nate Beyrle	Trevor Gamerdinger	Anthony Menefee
Tyler Boardman	Mitch Glantz	Colter Otis
Chase Bryant	Wyatt Hill	Todd Peterson
Kameron Cain	Travis Hughes	Shayna Schindler
Rochelle Castorf	Alex Kremer	Spencer Tigges
Oscar Castro	Garrett Kubovec	Trevor Wehling
Brad Davis	Miranda Lewis	Jacob Wendling

WOMEN'S COMMITTEE

Thank you to all of those who filled out the history survey at the Pinning Party. We will be reaching out to those who expressed interest in doing an interview within the next few weeks. If you would like to participate in helping us document the 405 history through your experiences, please reach out to the Hall or Amanda Cooling (amandacooling611@gmail.com). We are putting the book club on hold for June.

The Women's Committee will be meeting on the following dates: Thursday, June 1st: Iowa Women in Trades, 6:30 pm; Tuesday, June 20th: 11th District Women's Committee, 6:00 pm; Wednesday, June 28th: Local 405 Women's Committee, 6:15 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 on the Local 405 website.

We would like to congratulate the newest Journeymen of the Local.

Our next meeting will be on Tuesday, June 13th at 4:30 pm at the Hall.

RENEW

Brothers and Sisters, please join us on June 16th for a night at the Kernels, tickets are \$10.00 a piece for admission, plus all you can eat and drink. Ticket sign-up will be at the Hall.

Please join us for our monthly meetings on Discord, held every first Thursday of the month at 6:00 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!

Feeling Blue?

VIRTUAL VISITS ARE HERE FOR YOU

When it comes to coping with mental health, you're not alone. Virtual Visits can be available to you day or night all from the comfort of your home.



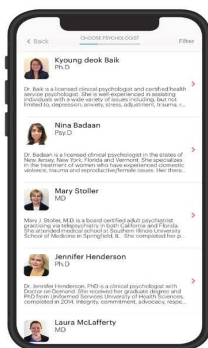
MENTAL HEALTH.*

It's a topic many avoid or are timid to discuss. But, according to NAMI.org (National Alliance on Mental Health):

1 in 5 adults are experiencing mental health issues.

60% aren't receiving the treatment they need.

dr. on demand



Review and choose your doctor

Comfortable, connected, confidential

As a part of your health benefits, you can connect with a licensed therapist — or psychiatrist for more complex issues — to listen and help you find solutions.

Ready when you are

Make time for you and your overall health and well-being by scheduling your Virtual Visit today.



Easily scheduled appointments — flexible to YOUR schedule.



Review hand-picked, board-certified providers and their profile.



Accessible anywhere — at the office or from your home.



Private and confidential.

Virtual Visits can be used for:

- Depression
- Workplace stress
- Relationship issues
- Trauma and loss
- Social or general anxiety
- Addictions

WANT MORE INFORMATION?

Visit [DoctorOnDemand.com](https://www.DoctorOnDemand.com), or contact Wellmark customer service at the phone number listed on the back of your ID card.



Find us on



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): 19 members

Arrears (1-day to 3 months late): 74 Members

Contractor	Arrears/ Delinquent	Non-Members JW	Non-Members VDV Tech	Non-Members Apprentice	Non-Members Other
A&B Electric	0	1	0	2	1
Acme Electric	7	0	0	9	2
Baker Group	3	0	1	1	1
BIS Industrial	1	0	0	1	0
Basepoint/CI3	2	1	1	1	0
CORD Electric	0	0	0	0	0
Cupertino	0	0	0	1	1
Dependable	0	0	0	0	0
ESCO Electric	5	0	0	7	6
Gerard Electric	5	1	0	2	4
Hawkeye Electric	9	5	1	12	27
Justice Electric	2	0	0	3	2
Munson Electric	6	0	0	2	3
Nelson Electric	5	0	3	4	5
Paulson Electric	6	1	0	3	3
PEC	1	0	2	0	2
Premier Electric	2	0	0	2	0
SE Electric	2	0	0	0	0
Shay Electric	1	0	0	0	3
Streff Electric	1	1	0	3	5
Tech Solutions	5	0	2	2	1
Trey Electric	3	1	1	6	3
Tri-City Electric	8	0	2	5	6
Not on referral	19	X	X	X	X
Total	93	11	13	67	76

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	133,530.46	(33,504.71)
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	269,185.33	(24,521.97)

Health & Welfare Balances

	H & W Balance	HRA Balance	Dollar Bank Balance	Months in Reserve
February 2023	\$18,864,857.69	\$6,671,366.43	\$1,129,153.91	11.1
March 2023	\$19,259,802.65	\$6,669,354.69	\$1,122,616.79	11.5
April 2023		\$6,650,564.97	\$1,114,649.61	

FEELING BETTER SHOULD BE EASY.

Visit a doctor on your smartphone, tablet or computer virtually anywhere, any time.



Getting started is easy.

- Download the Doctor On Demand® app or visit DoctorOnDemand.com.
- Have your Wellmark Blue Cross and Blue Shield member ID card ready.
- Create an account or sign in.



See a doctor in minutes

Getting sick is bad enough without having to get out of bed to see a doctor. With Doctor On Demand, you and your family members can connect face-to-face with a board-certified doctor on your schedule.

Get treatment for:

- Cold and flu
- Headache
- Bronchitis and sinus infections
- Pink eye
- Urinary tract infections
- Skin condition
- Sore throats
- Other conditions such as mental health (if covered by your group health plan)¹
- Allergies
- Fever

¹ Mental health treatment cost share is subject to group plan coverage. Mental health coverage includes psychiatry services and medication management along with treatment for psychological conditions, emotional issues and chemical dependency. For more information, call Wellmark with the number on the back of your ID card.



QUESTIONS? CALL 800-997-6196.

Callers could experience longer wait times between 10 p.m. and 6 a.m. CST or may be directed to schedule an appointment in some instances.

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

RETURN SERVICE REQUESTED

NON-PROFIT ORGANIZATION
U.S. POSTAGE PAID
PERMIT NUMBER 229
CEDAR RAPIDS, IOWA

