



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. 5

Communications

PG. 6

Membership Status

PG's. 7-8

Benefit Communications

Announcements

Local 405 Election Results

President: Jeff Cooling

Vice President: Aaron Foster

Recording Secretary: Jonathan Fasselius

Business Manager/Financial Secretary: Junior Luensman

Treasurer: Steve Straub

Executive Board: Cody Dill, Ryan Edmunds, John Franklin,

Kent McNally, Josh Umstead, Nick Volk

Examining Board: Ben DeLancey, Jason Sexe, Garrett Smith

Save The Date

- **Wednesday, July 19th-** General Meeting/Smoker
- **Monday, July 24th-** Residential Allocation for September Raise
- **Saturday, July 29th-** IBEW 405 Disc Golf Tournament from 10:00 am to 3:00 pm at Jones Park

JULY 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4 Independence Day (Holiday)	5	6 RENEW Meeting 6:00 pm Iowa Women in the Trades 6:30 pm	7	8
9	10	11 Veteran's Committee Meeting 4:30 pm	12 E-Board Meeting 6:00 pm	13	14	15
16	17	18 11th District Women's Committee Meeting 6:00 pm	19 General Meeting 6:00 pm (Smoker)	20 Retirees Luncheon	21	22
23	24 Residential Raise Allocation Meeting	25	26 Local 405 Women's Committee 6:15 pm	27	28	29 IBEW 405 Disc Golf Tournament
30	31					

BUSINESS MANAGER REPORT

Brothers and Sisters,

Local 405 just finished up with our election. I would like to thank our election committee for stepping up and doing a great job organizing and running a flawless election. The team consisted of Luke Malone as the Election Judge. Travis Kneeskern, Brian Dahinden, and Jeremy Severin were the tellers who assisted. Congratulations to the recently elected officers of the Local who will be getting sworn in at the July meeting, which will be a Smoker.

In June, some of our officers and representatives with our Women's Committee and RENEW Committee attended the 11th District Progress Meeting in St. Louis. The topics addressed at this meeting were the abundance of work in our District and across the country, the shortage of electricians everywhere, the need to organize, and strategies we could incorporate to address these workforce issues. It was reported at this meeting that the 11th District (Iowa, Missouri, Nebraska, North Dakota, and South Dakota) currently had over 200 open calls, and the IBEW had over 2,000 open calls nationwide. Locally, we have a number of unfilled calls, and everything leads us to believe that number will continue to climb with all the work on the horizon. I have fielded phone calls inquiring if some jobs in our jurisdiction will be paying over scale and/or offering incentive pay to attract electricians to their job. At this time, we do not have any jobs in our jurisdiction that are offering any type of incentive. When the work picture gets busy, and the unfilled calls climb, it's not uncommon for employers to get creative to attract workers, but until you see the calls on the recorder, be reserved about what you are hearing in the field. As we work to fill these calls, our resources are going to be Book II hands and organizing. The challenge with attracting travelers from other Locals is going to be the fact that other employers in surrounding Locals are offering per diem, incentives, or overtime.

We are currently putting plans in place to have another organizing campaign with a job fair similar to what we have done in the past to fulfill our manpower needs. The opportunities that we have to grow our Local and to gain market share through organizing have never been greater. The labor movement started with the simple idea that everyone should be in a Union, and it is up to us to afford that opportunity to every electrician in our jurisdiction. If you have any family, friends, or neighbors who want to be Union Electricians, send them our way.

Lastly, the Linn County Supervisors have recently extended the moratorium for utility-scale solar projects through September 30th while they finish making some minor changes to the current ordinance. We don't anticipate any delays on the DAEC Solar Project, they are currently working on Phase 1 and Phase 2, and once the moratorium is lifted, NextEra will submit their applications for Phase 3 and Phase 4, which will be an additional three to four years worth of work.

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.

In Solidarity,

Junior Luensman

CONTRACT TOPIC OF THE MONTH

Cedar Rapids Inside Section 5.13. An apprentice is to be under the supervision of a Journeyman Wireman at all times. This does not imply that the apprentice must always be in sight of a Journeyman Wireman. Journeymen are not required to constantly watch the apprentice. Supervision will not be of a nature that prevents the development of responsibility and initiative. Work may be laid out by the employer's designated supervisor or journeyman based on their evaluation of the apprentice's skills and ability to perform the job tasks. Apprentices shall be permitted to perform job tasks in order to develop job skills and trade competencies. Journeymen are permitted to leave the immediate work area without being accompanied by the apprentice.

VDV Section 3.01

- A. The appropriate Local Union and the NECA Chapter shall negotiate the minimum wage rates and fringe benefits for each classification and attach them as Addendum I. The basic classifications are Foremen, Journeyman Technician, Apprentice Technician, and Installer. Additional classifications may be negotiated as necessary.

Technicians shall be responsible for the following:

Cable pulling, blueprint reading, system layout, system grounding, checking circuit continuity, identifying faults, certifying system operation, ground verification, cable & wire terminations and testing, splicing of optical fiber cable, installation of panels and network devices, installation of cross connects, interconnects, backbones and horizontals, system repair, service, testing and troubleshooting, fabricating for field installations.

NOTE: Technicians can perform any and all work of the installer.

Installers shall be responsible for the following:

Blueprint reading, cable pulling, underground installations of cable support and fastening of cables, splicing of wires and cables, installation of junction and device boxes, assist in cable and wire terminations and testing.

NOTE: Installers cannot perform any of the work of the technician.

Residential Section 5.11 The apprentice is to be under the supervision of a Residential Wireman, or a qualified supervisor. Supervision will not be a nature that prevents the development of responsibility and initiative. The apprentice shall be permitted to perform any and all job tasks in order to properly develop trade skills and become proficient in the work processes associated with the trade. A Residential Wireman is not required to constantly watch or observe the work of the apprentice. The apprentice is not prohibited from working alone when the Residential Wireman or Supervisor is required to leave or is absent from the job, respecting and wage and hour regulations that may exist.

IBEW 405 Market Recovery Program

1. Work performed by Construction Electricians will be limited only by what the employer or the employer's field representative deems as appropriate and within the individual's qualifications to properly perform safely and in a workmanlike manner. Construction Wiremen shall have the same limitations as apprentices. Construction Wiremen and Construction Electricians shall not work on any energized circuits or components. In no case shall CW's or CE's work alone on a jobsite.

COMMUNICATIONS

WOMEN'S COMMITTEE

Leah Bennett and I attended a 2-part session for the Women's Committees at the Progress Meeting and will be sharing some highlights over the next couple of meetings. Our first portion was on self-defense, and we received some instruction from Sister Tina Richards, LU 124. I feel it's safe to say that most women have been in a scenario when they don't feel safe or are very cautious of their surroundings. One of the most dangerous situations we all put ourselves in is the assumed mortality of those around us. What is meant by this phrase, as defined by the COBRA Self-Defense page, is "They have to be a good person because I'm a good person. They won't hurt me or kill me. I'm a good person, I was raised correctly, and deep down inside I know that violence is not the answer. It will never happen to me."

Unfortunately, harassment can and has come from within our own Brotherhood, people who we assume will have our backs. We were happy to have a couple of male IBEW members attend our women's sessions and showed a commitment to understanding what we are facing. As a women's committee, we will be looking to host a self-defense class and are looking to confirm who would be interested. Please reach out to Leah, Amanda or the Hall, so we can put a list together.

Other items that are coming up: We will be hosting another blood drive this September and will let you know the date soon. We are working on another painting session, hopefully in August. History Project: I will be putting a sign-up sheet at the Hall to create a list of people to help document our Local 405 history. We have had a couple of retirees offer to talk to us about their experience and we will be looking for volunteers to help out. You can always call Nichole and she can reach out to Leah or myself.

In Solidarity, Amanda Cooling, 7477624

RENEW

Brothers and Sisters, please join us on July 29th for the IBEW Local 405 Disc Golf Tournament at Jones Park. We will be meeting at the Lagoon Pavilion. Tee off is any time between 10:00 am and 3:00 pm. Food will be ready at Noon.

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

VETERAN'S COMMITTEE

Thank you to those who donated blood on June 17th. We also congratulate the new officers of the Local.

Our next meeting will be on Tuesday, July 11th at 4:30 pm at the Hall.

VDV

If you turned out in 21018, check your BICSI credits as renewal will be in May 2024. If you install Hanwha products, your employer may be able to help you out with Hanwha's upcoming video courses at the end of July and October. For other CEC's, be sure to check out Telecom companies and look for their academy or online learning pages for free credits. BICSI does have a conference in September and January 2024. These do have a cost, but you can easily earn up to 9 credits in just one day. Again, your employer may help you with this as it will help you keep your accreditation and fulfill project specification requirements.

Is there a topic you would like to discuss or learn more about as a unit? The Hall and I can put together special topic nights or additional training from the union side, whether it be contract/constitution review, what is a steward, what are your jobsite rights, etc. I miss your faces so let's get something planned.

In Solidarity, Amanda Cooling, 7477624

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!

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): 67 Members

Contractor	Arrears/ Delinquent	Non-Members JW	Non-Members VDV Tech	Non-Members Apprentice	Non-Members Other
A&B Electric	1	1	0	2	1
Acme Electric	7	0	0	9	3
Baker Group	2	0	1	1	2
Basepoint/CI3	1	2	1	1	0
BIS Industrial	2	0	0	1	0
CORD Electric	0	0	0	0	0
Cupertino	0	0	0	1	2
Dependable	0	0	0	0	0
ESCO Electric	5	0	0	7	7
Gerard Electric	4	1	0	2	8
Hawkeye Electric	9	3	2	13	31
Justice Electric	4	0	0	3	5
Munson Electric	5	0	0	2	4
Nelson Electric	3	1	3	5	4
Paulson Electric	3	1	0	3	3
PEC	0	0	1	0	2
Premier Electric	2	0	0	2	0
SE Electric	1	0	0	0	0
Shay Electric	1	0	0	0	3
Streff Electric	1	1	0	3	5
Tech Solutions	4	0	2	2	4
Trey Electric	3	1	1	6	3
Tri-City Electric	14	0	2	5	6
Not on referral	14	X	X	X	X
Total	86	14	13	68	94

BENEFIT COMMUNICATIONS

IBEW Local 405:

Cedar Rapids Office Phone:
(319) 396-8241

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

Group Code:EAPIBEW22

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	155,546.43	(4,192.79)
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	424,731.76	(28,714.76)

Health & Welfare Balances

	H & W Balance	HRA Balance	Dollar Bank Balance	Months in Reserve
March 2023	\$19,259,802.65	\$6,669,354.69	\$1,122,616.79	11.5
April 2023	\$19,477,857.36	\$6,650,564.97	\$1,114,649.61	11.7
May 2023		\$6,472,048.20	\$1,105,734.81	

IBEW 405 LOCAL PENSION

- The hourly contribution rate is \$8.75 per hour, apprentices receive a percentage based on their pay.
- You can access your personal account through the Milliman website link on the Benefits page of our website.

IBEW PENSION BENEFIT FUND (PBF)

- IBEW membership required.
- \$5.50 per month for each full year of membership (\$4.50 per month for 2022 prior).
- Vesting period is 20-years.
- Age 65 for normal, non-reduced retirement.
- Summary Plan Description with full details is available for download on our website.

NATIONAL ELECTRICAL BENEFIT FUND (NEBF)

- Must work for a Covered Employer.
- \$32.00 per month for each Vested Service Credit.
- Vesting period is 5-years.
- Must work 300 hours in one year to get a “Good Year”.
- Visit www.nebf.com to create a username and password to access your current NEBF information.
- Summary Plan Description with full details are available for download on our website.
- You can access your personal account through the NEBF website link on the Benefits page of our website.

401K/ROTH 401K

- Voluntary retirement savings.
- \$0.50 per hour increments.
- Member is eligible to participate at the time of initial hiring or at the start of each quarter.
- Annual contribution for 2023 may not exceed \$22,500.00, workers age 50 or older can contribute an additional \$6,000.00.
- You may elect a withdrawal while you are still employed if you are age 59 and a half or older.
- The IBEW Local 405 Deferred Savings Plan Summary Plan Description with full details is available for download on our website. You can also access your personal account through the Milliman website link on the Benefits page of our website.

IBEW 405 DISC GOLF
TOURNAMENT

**Join us for a doubles, best
shot disc golf tournament on
Saturday, July 29th!**

**Tee off anytime between
10AM-3PM. Food will be ready at
12PM, Noon. Friends and family
are welcome.**

**Jones Park
Lagoon Pavilion
Cedar Rapids**

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

