



INTERNATIONAL BROTHERHOOD

^{of} ELECTRICAL WORKERS LOCAL UNION # 405

CEDAR RAPIDS/IOWA CITY
AUGUST 2023

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Announcements

- Tuesday, August 1st -IBEW 405 Executive Board meeting at 5:00 pm
- Thursday, August 3rd- RENEW meeting at 6:00 pm
- Saturday, August, 5th- HALC Steak Fry at 5:00 pm
- Wednesday, August 16th- IBEW 405 General meeting at 6:00 pm
- Saturday, August 19th-HALC golf tournament
- Monday, September 4th- HALC Labor Day Picnic 11:00 am - 4:00 pm

AUGUST 2023

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

BUSINESS MANAGER REPORT

Brothers and Sisters,

We are asking all our members who are eligible to register to vote. If you're already registered, now is the time to make sure your voter registration is up-to-date at your current address. If you haven't voted in the past two consecutive elections, you will need to register to vote. Completed voter registrations must be received fifteen days prior to the election. Any voter not registered by October 24th may still register and vote by providing proof of identity and residence. This is called Election Day Registration, even if it is done during in-person absentee voting at your county auditor's office or at the polling place on Election Day. Our goal is to have 100% of eligible members registered by the week of October 9th, 2023. IBEW 405 supports political candidates from all parties. When we ask elected officials to support our labor issues, and we volunteer for their campaigns, our voice becomes that much stronger. As we get closer to the midterm Election Day, we will be asking for volunteers to help Local 405 solidify our standing in the political arena by helping the candidates who support our labor issues get elected.

The Hawkeye Area Labor Council Steak Fry is being held at our Hall on Saturday, August 5th, from 5:00 pm to 9:00 pm. Our Local has two tables for this event with seats still available; if you are interested in attending, reach out to us at the Hall. Save the date for the Hawkeye Area Labor Council's annual Labor Day Picnic on Monday, September 4th, from 1:00 pm to 4:00 pm; as usual, we will be in need of volunteers to help cook the food for this event.

Earlier this year, I was on a Linn County Advisory Committee for helping to develop an ordinance for Battery Energy Storage Systems (BESS). There were three other committees that were looking at different areas of the industrial-scale solar ordinances to address some areas of concern in the language to determine if the Supervisors needed to make some modifications. The committees completed our assignments in April, and the follow-up process has been scheduled. The updated Linn County Ordinance is scheduled to be posted on the Linn County website on August 9th. The new ordinances will then go before the Linn County Planning and Zoning Commission on Wednesday, August 16th, at 5:30 pm in the Formal Board Room of the Jean Oxley Public Service Center. Once the ordinances go before Planning and Zoning, the Supervisors will schedule public hearings to change the ordinances. At this time, it is unknown what the changes are or how they will affect future industrial-scale solar projects in this area. As the information is released, we will keep everyone informed through the website and social media. We will be asking for help from our members to attend these meetings with us to ensure that our future jobs are not put at risk.

In Solidarity,

Junior Luensman

CONTRACT TOPIC OF THE MONTH

CONTRACT TOPIC: FOREMANS PAY

Cedar Rapids Inside Agreement

Section 3.09.

(a.) On all jobs requiring four (4) workmen, one journeyman wireman shall be appointed as foreman by the Employer and shall receive six percent(6%) per hour above the journeyman wireman's rate of pay. The maximum number of workmen that a foreman can supervise shall be ten (10) workmen. When there are four (4) foremen on a job, one foreman shall be designated as general foreman and shall receive twelve percent (12%) per hour above the journeyman wireman's rate of pay. Foremen are to accept orders only from general foremen or the Employer's representative, when general foremen are employed on a job. General foremen are allowed to work with the tools and run one project at a time. General foremen are not allowed to supervise a crew.

It is further agreed that no foreman shall have charge of more than one job.

On jobs having a foreman, workmen are not to take directions or orders or accept the layout of any job from anyone except the foreman or the Employer's representative.

When two or more foremen are working on the same job, the Employer shall designate to the Business Manager of Local Union #405 the foreman in charge of this job.

(b.) Each Employer is allowed to appoint one (1) General Foreman per thirty (30) employees per shop, to be designated as the Employer's representative with this General Foreman being allowed to work with the tools. The Employers will notify the Local Union with the person's name designated by the Employer.

Residential Agreement

Section 3.09.

On all jobs requiring three(3) Residential Wiremen, one (1) Residential Wireman shall be appointed as Foreman by the Employer, and shall receive 10% per hour above the Residential Wireman's rate of pay. The maximum number of workmen that a Foreman can supervise shall be eight (8) workmen.

When there are four (4) Foremen on a job, one Foreman shall be designated as General Foreman and shall receive 20% per hour above the Residential Wireman's rate of pay. Foremen are to accept orders only from General Foremen or the Employer's representative, when General Foremen are employed on a job. General Foremen are not to work with the tools or supervise a crew.

It is further agreed that Foreman shall have charge of more than one (1) job, when the job consists of eight (8) men or less.

On jobs having a Foreman, workmen are not to take directions or orders or accept the layout of any job from anyone except the Foreman or the Employer's representative.

When two or more Foremen are working on the same job, the Employer shall designate to the Business Manager of Local Union #405, the Foreman in charge of this job.

VDV Agreement

Section 3.03 FOREMAN WAGES

When four (4) or more workmen are employed, the employer shall appoint 1 technician as foreman.

Addendum I-Wages

1.05 VDV CEDAR RAPIDS/IOWA CITY DIVISION/LOCAL UNION #405

The minimum hourly rate of wages shall be as follows:

CLASSIFICATION: EFFECTIVE DATE: 12/01/2020

Foreman (\$1.10 OVER JT) \$31.98

COMMUNICATIONS

WOMEN'S COMMITTEE

Did you know that a single car accident victim can require as many as 100 units of blood? Or that many cancer patients need blood with their chemo treatments? To help out our community, we will be hosting a blood drive on September 23rd at our Hall. You will schedule your time slot through Impact Blood Drive between 8:00 am and 10:20 am at https://login.bloodcenter.org/donor/schedules/drive_schedule/126070. They are always looking for type O, but they are happy to have whatever you will give.

Our next Ladies Night Out painting will be on August 19th. If you are interested, please reach out to the office to RSVP. Look for the postcard for time and location details. Lastly, our August meeting will be an introduction and exploration of Revit 3D renderings. All are welcome to attend.

Iowa Women in Trades-August 3rd

11th District IBEW-August 15th

405 Women's Committee- August 23rd

In Solidarity,

Amanda Cooling, 7477624

RENEW

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

VETERAN'S COMMITTEE

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

RESIDENTIAL

The Residential Unit's allocation of the \$1.05 that is effective 9/1/2023 is as follows: \$0.80 to the check and \$0.25 to the pension. The new rate for a Residential Wireman will be \$27.21 per hour and the pension will increase to \$6.00 per hour.

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): 17 members

Arrears (1-day to 3 months late): 106 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	15	0	0	12	3
Baker Group	2	0	1	2	2
Basepoint/CI3	4	1	1	1	0
BIS Industrial	2	0	0	1	0
C & M Electrical	0	0	0	0	1
CORD Electric	0	0	0	0	0
Cupertino	0	0	0	0	5
Dependable	0	0	0	0	0
ESCO Electric	9	0	0	15	4
Gerard Electric	3	1	0	2	7
Hawkeye Electric	14	3	2	17	22
Justice Electric	6	0	0	3	5
Munson Electric	10	0	0	3	2
Nelson Electric	7	1	3	5	6
Paulson Electric	5	1	0	3	2
PEC	0	0	0	0	2
Premier Electric	3	0	0	2	0
SE Electric	1	0	0	0	0
Shay Electric	1	0	0	0	3
Streff Electric	0	1	0	4	4
Tech Solutions	3	0	3	3	3
Trey Electric	3	1	1	3	3
Tri-City Electric	8	0	2	8	2
Not on referral	26	X	X	X	X
Total	123	10	13	86	78

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:**
gilmore2@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	



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

How can I earn a \$50 Scheels gift card?

Starting in January 2023, if you and/or your spouse has a routine annual physical exam conducted, you will earn a \$50 Scheels gift card! Please note that this benefit only applies if you are eligible to participate in the Cedar Rapids Electrical Workers Local #405 Health and Welfare Fund.

How does the gift card program work?

Go to your doctor for a routine annual physical exam. Your doctor will submit a claim to Wellmark for the exam, Wellmark will notify Auxiant, and Auxiant will provide a \$50 Scheels gift card in a future monthly contribution statement. Please note that this process may take up to 120 days. If you do not receive your gift card within 120 days of your routine annual physical exam, please call Auxiant.

The Cedar Rapids Electrical Workers Local #405 Health and Welfare Fund pays 100% for preventive care, which includes one routine annual physical exam per Plan Year.

What do I need to do?

Schedule your routine annual physical exam today! Then, within a few months of your appointment, keep an eye out for your gift card reward in your monthly contribution statement.

The goal of this incentive is to engage members and their spouses in routine physical exams. If you have any questions, please feel free to contact Vanessa Taylor at Auxiant at 319-398-3283, ext. 1221.

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.

[VISIT BLUE365 EXTERNAL SITE](#)

POWERED BYBLUECROSS BLUESHIELD BLUE365

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

