



INTERNATIONAL BROTHERHOOD

of ELECTRICAL WORKERS LOCAL UNION # 405

**CEDAR RAPIDS/IOWA CITY
SEPTEMBER 2023**

IN THIS ISSUE

PG. 2

Calendar

PG. 3

Business Manager Report

PG. 4

Contract Topic of the Month

PG's. 5-7

Communications

PG. 8

Membership Status

PG's. 9

Benefit Communications

Announcements

- Saturday, September 2nd- Labor Day Free Film in the Park at FilmScene in IC, showing Modern Times at 7:40 pm
- Monday, September 4th- HALC Labor Day Picnic 11:00 am - 4:00 pm, volunteers needed to help cook at 9:00 am
- Thursday, September 14th - Bob Novak's 80th birthday party, 12:00 pm - 5:00 pm open house at the Hall
- Sunday, September 17th- The ARC of SE IA Golf Outing, 1:00 pm at the Elks Lodge in IC
- Saturday, September 23rd - IBEW Women's Committee Blood Drive

Save the Date-October Events

- Especially For You Race
- Retiree's Bus Trip
- Harvest Party
- RENEW Trap Shoot

SEPTEMBER 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2 Labor Day Free Film in the Park
3	4 Labor Day (Holiday) HALC Labor Day Picnic	5 Veteran's Committee Meeting 4:30 pm	6	7 RENEW Meeting 6:00 pm Iowa Women in the Trades 6:30 pm	8	9
10	11	12	13 E-Board Meeting 5:00 pm	14 Bob Novak's 80th Birthday Party	15	16
17 ARC of SE IA Golf Outing	18	19 11th District Women's Committee Meeting 6:00 pm	20 General Meeting 6:00 pm	21 Retirees Luncheon	22	23 IBEW 405 Women's Committee Blood Drive
24	25	26	27 Local 405 Women's Committee 6:15 pm	28	29	30

BUSINESS MANAGER REPORT

Brothers and Sisters,

The Linn County Planning and Zoning Commission met on August 16th to discuss the proposed changes to the ordinance for industrial-scale solar installations. After review, the commission recommended that the Linn County Board of Supervisors accept the amendment to the ordinance. The IBEW, the Cedar Rapids/Iowa City Building Trades, and our Blue/Green Alliance oppose several components of the proposed amendment, which we feel will create burdensome and unreasonable restrictions that could halt future industrial-scale solar developments, including the next three phases of the Palo Solar Project. We will continue to have discussions with the Board of Supervisors to revise the proposed amendment and scale back some of the restrictions. To put it into perspective, if the proposed amendment were part of the ordinance when the applications for Phase 1 and Phase 2 were submitted, the projects would not have been approved. The Board of Supervisors will be scheduling three public hearings to discuss the amendment and make a decision to accept, deny or revise. Once we know the schedule for these hearings, we will notify our members via the website, social media, and word of mouth so we can collectively show up in force to have our voices heard in order to secure this work for our Local.

The Cedar Rapids Community School District has approved moving forward with the plans to get a bond referendum on the ballot this November to address the needs of the middle and high schools. Included in the master plan are one new middle school on the north side, renovations at the high schools, and new turf for the football fields. A big piece of the renovations is to purchase equipment and add classrooms for industrial tech classes, which was removed from the schools years ago. In the wake of the "Voucher Bill" that is taking money away from public schools, this bond referendum will improve the district and its ability to provide the best education for our children. Jobs will be created if this referendum passes, and our support will put us in a position to do the work.

Monday, September 4th, from 11:00 am to 4:00 pm is the Hawkeye Labor Day Picnic, and as usual, we will have our grill on-site at 9:00 am to cook the food; volunteers can plan on showing up any time between 9:00 and 10:00 am.

In Solidarity,

Junior Luensman

CONTRACT TOPIC OF THE MONTH

There has been a lot of discussion lately about the 4-10 shift language in our contract. The 4-10 shift is an agreement to work four 10-hour days for straight time with a 3-day weekend. Under the 4-10 schedule, Fridays are reserved for a weather make-up day or if a holiday falls during that week, it is not for overtime. If the job that is working the 4-10 shift starts working 5 days a week, or more, you are no longer working 4-10's and the pay structure goes back to the traditional 8 hours of straight time and 2 hours of overtime. The VDV contract does allow 4-10 jobs to work either Monday-Thursday or Tuesday-Friday, under the Inside Agreement you cannot work a normal schedule of Tuesday-Friday.

CR Inside, IC Inside, Residential

Section 3.01. (c.) When job conditions require or when mutually agreed between the employers and employees, the contractor may work four (4-10) ten-hour shifts Monday-Thursday, with a voluntary weather make-up day on Friday. If a recognized holiday falls during the pay week, with the employer's consent and with the majority of employees on the jobsite in favor, the employees may elect to work four (4) ten(10) hour days for that week. The Union shall be notified with the name and location of all jobs prior to this schedule being implemented. Four ten(4-10) shifts can only be started on the beginning of a pay period. If employees are assigned to this shift mid-week from another job, they shall be paid two hours overtime each day until the next pay week starts (8 hours plus 2 hours overtime). Only new hires can be assigned to four tens (4-10) mid-week.. When employees are transferred off of a four ten (4-10) job to an eight (8) hour five-day a week job, they shall be paid overtime for the time spent on the four-ten (4-10) job (8 hours plus 2 hours overtime). The Union shall be notified of all four ten (4-10) hour jobs, when they are starting and ending. This is to stop the improper shifting of overtime between 8-hour jobs and 10-hour jobs overriding each other.

VDV

3.01 When job conditions dictate and with mutual consent between the Employer and the Employee, the Employer will be allowed to establish a four (4) day, ten (10) hour per day work week. This work week will be specified in writing as being Monday through Thursday or Tuesday through Friday. All hours worked in excess of ten (10) hours per day shall be paid at the applicable overtime rate. If a recognized holiday falls during the work week, the parties, by mutual consent may elect to work four (4) ten (10) hour days for that week.

COMMUNICATIONS

RENEW

Dear Brothers and Sisters,

I'd like to start by expressing my gratitude to you all for allowing me to represent our Local at the 2023 RENEW-NextGen Conference in New Orleans, Louisiana. This experience has been the most eye opening and informative event I have ever attended. The subjects covered at the event ranged from our Unions' history to social issues, political insight, member development, the future of our union and much more. One of the most important things I learned while attending the conference is that our great union is much more than great wages and benefits, it is an organization that not only can have a major impact on our communities, but is capable of changing the world. Although finding the time in today's busy world may be a struggle, even the smallest amount of engagement from our members can change the lives of not only those who you know, but those who you may never meet. I hope with the information I learned while attending that not only will our RENEW Committee grow its success and membership, but our Local will do the same. If you have any questions on how to get involved or what you can do to help, please reach out to myself or any of the RENEW brothers and sisters.

In Solidarity,

Gabe Kramer, RENEW Chairman, #7857286

VETERAN'S COMMITTEE

The next Veterans Committee meeting will be on Tuesday, September 5th at the Hall at 6:00 pm.

VDV

How are you doing on your credit? The Fall BISCO Conference is taking place Sept. 10th - 14th in Las Vegas. It is a quick way to pick up a bunch of credits.

We are looking to plan another meeting to see each other and learn something new. If there is a program or training you would like to see, please reach out to the Hall and we can get postcards sent out for a meeting. In the meantime, if you are looking to brush up on your CPR, Nichole can help you with that too. She does blended learning classes, so you can take the majority online and come in for a quick hands-on portion.

Stay hydrated out there!

In Solidarity,

Amanda Cooling, 7477624

COMMUNICATIONS

WOMEN'S COMMITTEE

We had a great turnout for the painting event and we hope more apprentices can join us at our next event. In September, we are hosting the fall blood drive at the Hall. It will be from 8:00am-10:30 am on September 23rd, and no, you won't miss the Hawkeye game. If you do a standard donation, it only takes about 45 minutes but that can be shortened by filling out your health questionnaire before you arrive. You can sign up at Impact Life's website (https://login.bloodcenter.org/donor/schedules/drive_schedule/126070). We are looking for 13 more donations. The 405 is sponsoring another team this year for members and their immediate family. You can reach out to Nichole in the office, or go directly to the Especially For You website to register for our business paid team named IBEW Local 405. Our team code is IBEW405.

We are looking for help with our History project. If you are interested, please reach out to Leah Bennett or Amanda Cooling. Lastly, we are looking for help to give positive feedback for a proposed rule change with OSHA. The Dept. of Labor/OSHA are proposing to revise its personal protective equipment standard in construction to explicitly require that the equipment must fit properly. It sounds ridiculous to some people but this is very serious for some of our members. Not only is it annoying to work with equipment that doesn't fit right, it starts to become a safety issue when items could break if not rated for the right size or become tangled when it's too big. I wish I could say our local is exempt from this issue, but I can't. Before this change can be enacted, the agency requests comments regarding the proposed revision to be submitted. Please go to this website and submit a positive comment or testimonial on how important this change is <https://www.federalregister.gov/documents/2023/07/20/2023-15285/personal-protective-equipment-in-construction>.

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! In October the retirees will be taking their annual bus trip. This year, back by popular demand, they will be taking a boat ride on the Mississippi River in Dubuque.

COMMUNICATIONS

JATC NEWS

At the August General meeting I reported the staff at the electrical training ALLIANCE have been directed by International President Cooper as well as NECA's president to reduce the schooling portion of the apprenticeship from 5-years to 4-years. The on-the-job training requirement will remain at 8,000 hours. The requisite changes to the curriculum have been mapped out and will be submitted to the Department of Labor soon (if it hasn't already). The new standards will then be sent to the local JATC's for adoption, at which time the local programs will submit their revised local standards to the DOL for approval. With this significant change to our program, the committee have several policy decisions to make in the coming months, but we will do our best to keep you aware of the progress as we move forward.

There has been some confusion regarding the class schedules for the first and second year apprentices this coming school year. Larger classes are being started to better meet the needs of the industry, but that has presented some challenges at the training center. Last year the first year apprentices were split in half, with each half attending class on alternating weeks. We were not able to do that this year, requiring us to have the entire class in the building at the same time. To accommodate this, both the first and second year classes will have school all day on Fridays and Mondays respectively, and they will attend classes for two weeks followed by a week off to ensure adequate prep time for the instructors. That being said, it is confusing and the easiest way to see when an apprentice will be in class is to look at the school year calendar. Just email Nikki at nikkishort@crejatc.org or myself at jebediahnovak@crejatc.org and we will be happy to email a copy to you.

There is concern regarding whether the apprentices going to class all day will be able to cover their health insurance; this is something we looked at when developing this calendar. With the recent reduction in the number of hours necessary to qualify for insurance being reduced from 152 hours per month to 144 hours per month, apprentices attending day school will maintain health coverage with some hours to spare. Yes, there will be months with a lower contribution due to factors such as holidays (November comes to mind as it has three holidays) but when averaged over the span of 12-months they will cover their premiums.

We have begun scheduling continuing education courses for this fall, check the website for the most current list. A new course being offered is the electric vehicle charging systems course. At the conclusion of the course, participants will be eligible to test for the EVITP certification, which is one of the most commonly required certifications for electric vehicle work. There will be an out-of-pocket fee to take the course and sit for the exam, but upon successfully passing the certification exam, the LLMCC will reimburse the course and exam fees. Be sure to read the course description closely if you are interested in signing up.

Here are a couple of things to keep in mind if you are working with any CW's that have applied for the program:

- Previously, if an individual took the aptitude test and did not meet the minimum score to qualify for an interview, the individual was required to wait a minimum of six months before being eligible to retest. This was recently lowered to a three-month waiting period between attempts.
- When a minimum of 90 days has passed from their last interview and the CW has worked a minimum of 450 hours in the field, they qualify for another interview. Generally speaking, most individuals do better on their second and third interviews.

In Solidarity,
Jebediah Novak

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): 13 members

Arrears (1-day to 3 months late): 78 Members

Contractor	Arrears/ Delinquent	Non-Members JW	Non-Members VDV Tech	Non-Members Apprentice	Non-Members Other
A&B Electric	0	1	0	2	3
Acme Electric	8	0	0	12	2
Baker Group	3	0	1	12	2
Basepoint/CI3	2	1	1	1	1
BIS Industrial	4	0	0	1	0
CORD Electric	0	0	0	0	0
Cupertino	0	0	0	0	8
Dependable	0	0	0	0	0
ESCO Electric	6	0	0	17	4
Gerard Electric	2	1	0	2	8
Hawkeye Electric	15	3	2	6	6
Justice Electric	1	0	0	3	5
Munson Electric	6	0	0	3	2
Nelson Electric	7	1	3	6	6
Paulson Electric	1	0	0	2	2
PEC	0	0	0	1	1
Premier Electric	2	0	0	3	0
SE Electric	0	0	0	0	1
Shay Electric	1	0	0	0	3
Streff Electric	1	1	0	4	4
Tech Solutions	2	0	3	3	3
Trey Electric	2	1	1	5	2
Tri-City Electric	8	1	2	7	9
Not on referral	20	X	X	X	X
Total	91	10	12	91	89

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:EAIBEW22

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	159,942.77	(14,010.72)
May	133,085.12	150,583.03	17,497.91
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	735,257.56	(25,227.57)

Health & Welfare Balances

	H & W Balance	HRA Balance	Dollar Bank Balance	Months in Reserve
April 2023	\$19,477,857.36	\$6,650,564.97	\$1,114,649.61	11.7
May 2023	\$19,215,750.74	\$6,742,048.20	\$1,105,734.81	11.4
June 2023	\$19,989,839.89	\$6,809,678.11	\$1,095,210.17	12.08

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

