



INTERNATIONAL BROTHERHOOD

of ELECTRICAL WORKERS LOCAL UNION # 405

**CEDAR RAPIDS/IOWA CITY
NOVEMBER 2023**

IN THIS ISSUE

PG. 2

Calendar

PG's. 3-4

Business Manager Report

PG. 5

Contract Topic of the Month

PG 6

Communications

PG. 7

Membership Status

PG's. 9-10

Benefit Communications

Announcements

Early Satellite Voting Locations

- **Lindale Mall- 4444 1st Ave NE**
 - October 18th - November 5th
 - Tuesday - Saturday: 11:00am-6:30pm
 - Sundays: 12:00pm-4:00pm
 - Mondays: Closed
- **Cedar Rapids Downtown Library- 450 5th Ave SE**
 - Saturday, November 4th: 10:00am - 4:00pm

Election Day: Tuesday, November 7th

Veteran's Day Observed: Friday, November 10th

General Meeting/Inside Wage Allocation: Wednesday, November 15th at 6:00pm

VDV Allocation Meeting: Thursday, November 16th at 4:30 pm

Save the Date: Adult Holiday Party: Saturday, December 16th.

Reserve hotel rooms by November 25th, RSVP to party by Friday, December 8th.

NOVEMBER 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2 RENEW Meeting 6:00 pm Iowa Women in the Trades 6:30 pm Brotherhood Night @ Checkers Tavern 5:00pm	3	4
5	6	7 *Election Day*	8 E-Board Meeting 5:00 pm	9 Brotherhood Night @ Checkers Tavern 5:00pm	10 Veteran's Day (Observed) (Holiday)	11
12	13	14 Veteran's Committee Meeting 4:30 pm	15 General Meeting 6:00 pm	16 Retirees Luncheon Brotherhood Night @ Checkers Tavern 5:00pm	17	18
19	20	21 11th District Women's Committee Meeting 6:00 pm	22 Local 405 Women's Committee 6:15 pm	23 Thanksgiving (Holiday)	24 Day After Thanksgiving (Holiday)	25
26	27	28	29	30		

BUSINESS MANAGER REPORT

Sisters and Brothers,

Invites for the IBEW Local 405 Holiday Party that is scheduled for Saturday, December 16th have been sent out. This year's celebration will be at the Hyatt Regency Coralville Hotel (formerly the Coralville Marriot). A block of hotel rooms has been reserved at a discounted rate that will need to be reserved before November 25th to guarantee the discounted rate. It has been 15 years since the last time we hosted this event in the Iowa City area and we felt that it was appropriate to do so at this time to celebrate the end of an era where our wages were split within the Local. Moving forward, we anticipate this occurrence to be more frequent than it has been in the past.

You can vote early from now until Monday, November 6th at your county auditor's office. If you need to register to vote or need to check your voter registration, or have any other questions about early voting, please visit the Iowa Secretary of State website at www.sos.iowa.gov. Remember to vote early or on Tuesday, November 7th, and vote for Union-endorsed candidates who support working families and our labor issues.

To remind everyone, Veteran's Day will be observed on Friday, November 10th per our CBA your paycheck is to be in hand or in your account by Thursday, November 9th. Also, your paycheck for the week of Thanksgiving has to be in hand or in your account by Wednesday, November 22nd. The Inside Agreement and the VDV Agreement will be allocating their negotiated raises in November. In early November our Health and Welfare Trustees have our quarterly meeting to discuss the fund and to determine if there will be an increase. If it is determined that there needs to be an increase for January 1, 2024, we will allocate it at these meetings.

Several months ago we discussed some potential labor and OSHA violations on the "Banjo Block" apartment project in downtown Cedar Rapids that received millions of dollars from the State of Iowa and the City of Cedar Rapids. I am pleased to report that the Cedar Rapids City Council has updated its standardized development agreement with all future developers who receive city financial assistance. The updated language addresses issues concerning violations of State or Federal Law, specifically with regard to safety and child labor, and how a lack of response or violations could result in a breach of the Development Agreement. Included in the changes to the Cedar Rapids Developer Agreement are verifiable payroll language, requirements for unemployment insurance and workers comp for all contractors and subs at every tier of subcontracting and they are now required to provide a list of all sub-contractors on the projects. These changes are something that IBEW 405 and the Cedar Rapids/Iowa City Building and Construction Trades have been trying to achieve for a long time with little success until now. These changes are a huge victory for working-class families and especially Labor Unions.

In Solidarity,
Junior Luensman

Election Information: Know Who to Vote For

Candidate	Office	District
Cedar Rapids Schools Bond Referendum		CR School District
Scott Olson	Cedar Rapids City Council	4
Ann Poe	Cedar Rapids City Council	At-Large
Pat Loeffler	Cedar Rapids City Council	At-Large
Amy Wichtendahl	Hiawatha City Council	At-Large
Cindy Garlock	Cedar Rapids School Board	At-Large
David Tominsky	Cedar Rapids School Board	1
Dexter Mershbrock	Cedar Rapids School Board	4
Jennifer Neumann	Cedar Rapids School Board	At-Large
Britania Morey	Linn-Mar School Board	At-Large
Barry Buchholz	Linn-Mar School Board	At-Large
Justin Foss	Linn-Mar School Board	At-Large
Katie Lowe Lancaster	Linn-Mar School Board	At-Large
Meghann Foster	Coralville Mayor	At-Large
Royce Peterson	Coralville City Council	At-Large
Pauline Taylor	Iowa City City Council	A
Andrew Dunn	Iowa City City Council	C
Josh Moe	Iowa City City Council	At-Large
Mazahir Salih	Iowa City City Council	At-Large
Molly Abraham	Iowa City School Board	At-Large
Charlie Eastham	Iowa City School Board	At-Large
Mitch Lingo	Iowa City School Board	At-Large
Lisa Williams	Iowa City School Board	At-Large
Tony Amsler	Monticello School Board	At-Large

CONTRACT TOPIC OF THE MONTH

Inside

Section 3.04 (a.) Each employee shall be provided on a payroll check stub or statement attached information as follows: weekly gross earnings, a breakdown for straight time and premium time and amounts paid, a list of deductions for FICA, State, Federal, other taxes, gross pension contributions and other authorized deductions. All paychecks and/or stubs given to employees will be in sealed envelopes.

All employees must have their time turned in to their Employer three working days prior to the day wages are to be paid. For the week of Thanksgiving, time must be turned into the Employer by noon on Monday. Each Employer shall provide an electronic method of time collection that shows the date and time the Employee submitted their time. Paper timecards shall be stamped with the date and time received.

Friday shall be designated as payday. In the event that a holiday, or a day celebrated as such, falls on Friday, then payday shall be moved to the first day prior that is not a recognized holiday in this agreement.

Residential

Section 3.08 All wages shall be paid on Friday before quitting time. In the event that holidays conflict with the normal pay day, wages shall be paid the day prior to the holiday. All employees must have their time cards turned into their Employer three working days prior to the day wages are to be paid.

VDV

Section 3.06

- a. Pay day shall be once each week no later than the fifth working day following the end of the Employer's weekly payroll period. Employees are to be paid at the option of the Employer in cash or negotiable payroll check, provided that the Employer makes arrangements for cashing such checks with a designated local bank. When employees are laid off or discharged, they shall be immediately paid all wages due. In the event the employee is not paid off, as provided above, waiting time at the appropriate rate shall be charged until payment is made. The Employer will either pay the employees at the job site during regular working hours or allow them sufficient time during regular working hours to report to the shop to receive their pay. Direct deposit is acceptable if mutually agreed by the Employer and employee. The Business Manager with the Chapter Manager, or their designated representative, shall have the right to visit the Employer's place of business during working hours to inspect the time cards and/or payroll records of the employees covered by this Agreement.
- b. All wage increases/decreases to go into effect on the first day of the new payroll week closet to the proposed change.

COMMUNICATIONS

WOMEN'S COMMITTEE

The Women's Committee will be participating in the American Heart Association's Cedar Rapids STEM Goes Red event on November 2nd. This will give us an outreach to students in the area interested in STEM. Contact Leah, Amanda, or the Hall if you are interested in helping at the exhibition table. Iowa Women in Trades will be hosting another leadership summit in Des Moines on March 9, 2024. More information to come. As always, please let any apprentice or female member know that we meet at the Hall on the 4th Wednesday of every month at 6:15pm.

The meetings in November are as follows: Iowa Women in the Trades- November 2nd at 6:30pm; 11th District Women's Committee Meeting- November 21st at 6:00pm; Local 405 Women's Committee-November 22nd at 6:15pm.

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! On October 4th, the retirees took their annual bus trip. This year they went to Dubuque. It was a beautiful day for their river boat ride on the Mississippi River, lunch at Catfish Charlie's, followed by a ride on the Fenelon Place Elevator and shopping. On the way home they stopped at Dairy Queen for dessert.

VETERAN'S COMMITTEE

The Veteran's Committee meets the 2nd Tuesday of the month, as with all the affinity committees, it is open to all brothers/sisters. We are always looking for ways to help our Veteran's, not only of our local, but also those in the communities we serve. The next meeting is Tuesday, November 14th at 4:30 pm at the Hall. Happy early Veteran's Day.

In Solidarity,
Michael Caspers, 7477722

RENEW

RENEW meetings are the first Thursday of every month. In November, the RENEW meeting is Thursday, November 2nd at 6:00 pm.



The Training center has been attending several recruiting opportunities over the past month. Training Coordinator Steve Straub has created some new contacts in the schools, giving us the opportunity to meet with kids from Washington HS, Prairie, among others. Brother Jacob Rizzio was able to set up a morning for training center staff to meet with several students from Linn-Mar HS. And a big thank you to Assistant Business Manager Matt Resor who helps to represent us at these events, especially when training center staff is not available.

On Saturday, September 30th, the training center hosted approximately 20 students from the University of Iowa Labor Center's Quality Pre-Apprenticeship Program. The participants were able to learn about the electrical apprenticeship programs that are available, and they were able to spend time working with volunteers performing a variety of hands-on trade-related activities. I would like to express my appreciation to brothers Kent McNally, Gabe Kramer, Chad Campion, Colter Otis and sister Leah Bennett who donated their time to make this a successful afternoon.

CEU courses have been added to the training center's website; navigate to www.crejatc.org and sign-up under the classes tab. If a class is full, members are still able to sign-up at which time they are added to a wait list. If someone is not able to attend class and needs to drop-out, we go to the list to fill the seat. Classes are usually scheduled one to two months out, so the list of classes is updated often.

There has been interest in the electric vehicle charging course, and when it will be offered again. Due to the proximity to the holidays, combined with the length of the course, it was decided to hold off offering the course again until after the start of the new year. Again, keep an eye on the website; due to the nature of the course it has a limited number of open seats.

The electrical board began to accept renewal applications on October 1, this applies to both apprentice and unclassified (construction wiremen) licenses. This renewal is due by December 31, 2023; failure to do so could result in the apprentice being removed from the jobsite and will cause difficulties when they apply to take the state journeyman licensing exam. Renewal can be performed online or a manual form can be downloaded and printed.

Apprentice/Unclassified License Renewal Links:



Online Renewal
Applications



Manual Renewal
Applications

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): 25 Members

Arrears (1-day to 3 months late): 84 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	11	0	0	12	3
Baker Group	4	1	1	2	2
Basepoint/CI3	0	1	1	1	3
BIS Industrial	2	0	0	1	0
CORD Electric	0	0	0	0	0
Cupertino	3	2	0	0	101
Dependable	0	0	0	0	0
ESCO Electric	5	0	0	15	5
Gerard Electric	4	1	0	2	5
Hawkeye Electric	16	5	2	17	19
Justice Electric	2	0	0	4	7
Munson Electric	5	0	0	3	2
Nelson Electric	9	0	3	6	2
Paulson Electric	2	0	0	2	0
PEC	0	0	0	1	1
Premier Electric	2	0	0	2	0
Ruyhle Mechanical	1	0	0	0	0
SE Electric	2	0	0	0	2
Shay Electric	1	0	0	0	1
Streff Electric	1	1	0	4	4
Tech Solutions	3	0	3	4	3
Trey Electric	2	1	1	5	2
Tri-City Electric	8	1	2	5	15
Not on referral	26	X	X	X	X
Total	109	14	13	88	181

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	161,101.10	2,169.28
July	172,719.64	158,894.01	(13,825.63)
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	1,055,252.67	(36,883.92)

Health & Welfare Balances

	H & W Balance	HRA Balance	Dollar Bank Balance	Months in Reserve
June 2023	\$19,989,839.89	\$6,809,678.11	\$1,095,210.17	12.08
July 2023	\$20,432,938.60	\$6,816,221.58	\$1,083,366.44	12.53
August 2023	\$20,010,767.50	\$7,066,951.16	\$1,063,189.44	11.88

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

