



# INTERNATIONAL BROTHERHOOD

## *of* ELECTRICAL WORKERS LOCAL UNION # 405

CEDAR RAPIDS/IOWA CITY  
DECEMBER 2023

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### Announcements

• **RENEW Meeting**

- Wednesday, December 6th at 6:00 pm
- Meeting day has changed to the first Wednesday of every month

• **RENEW Kid's Movie Night**

- Friday, December 15th
- How the Grinch Stole Christmas
- IBEW 405 Union Hall

• **Adult Holiday Party**

- Hyatt Regency Coralville Hotel & Conference Center

- Social hour:

5:00pm,

Dinner:

7:00pm

Happy  
Holidays!

# DECEMBER 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6 RENEW Meeting 6:00 pm	7 Iowa Women in the Trades 6:30 pm  Brotherhood Night @ Checkers Tavern 5:00pm	8	9
10	11	12 Veteran's Committee Meeting 4:30 pm	13 E-Board Meeting 5:00 pm	14 Brotherhood Night @ Checkers Tavern 5:00pm	15 RENEW Kid's Movie Night	16 IBEW Local 405 Holiday Party
17	18	19 11th District Women's Committee Meeting 6:00 pm	20 General Meeting 6:00 pm	21 Retirees Luncheon  Brotherhood Night @ Checkers Tavern 5:00pm	22	23
24	25 Christmas Day (Holiday)	26	27 Local 405 Women's Committee 6:15 pm	28	29	30
31						

# BUSINESS MANAGER REPORT

Brothers and Sisters,

Effective December 1, 2023, Cedar Rapids and Iowa City are under one Inside Agreement in entirety. A year ago, when we dissolved the Iowa City contract, we grandfathered all existing Iowa City referrals at the previously negotiated rate for a period of one year. Effective December 1, 2023, all Journeymen Wiremen on Iowa City referrals will receive an \$8.70 raise, and every Journeyman in Local 405 will be making the same hourly rate of pay. With one pay rate in our jurisdiction, we can focus on strengthening the solidarity of Local 405.

At the General Meeting in November, we allocated \$0.40 from the check to increase the H&W contribution to \$8.50 per hour. With this January 1, 2024 increase, the hours to qualify per month will decrease from 144 hours to 142 hours per month. We believe that lowering the hours per month to cover the premiums will help our apprentices and put our members in a better situation to utilize their HRA to reimburse themselves for out-of-pocket expenses or to cover their premiums during times of unemployment, accident, sickness (self or family member), or vacation. As compared to the previous three years, this past year was a good year for our Health and Welfare fund, but our plan's costs did increase, as they have consistently over the past ten years.

Over the last several months, we have been fielding several inquiries about problems with health insurance, HRA accounts, retirement, and pension accounts. Each one of our service providers for these services, Auxiant, Wellmark, Delta Dental, Milliman, Covenant Workplace Solutions, and the National Electrical Benefit Fund pension, have websites that have user options for our members to access their personal accounts to obtain information, make changes, monitor finances and access added services by registering with each of them. There are links to these sites under the "Benefits" section of our website. It is highly recommended, and we strongly encourage everyone to take advantage their services, along with other benefits associated with registering with these providers. If you have not registered on any of these accounts, you are missing out on valuable resources that are very useful.

In honor of celebrating the elimination of the Iowa City contract and the merging of the wages, the IBEW Local 405 Holiday Party is scheduled for Saturday, December 16th, at the Hyatt Regency Coralville Hotel & Conference Center (formerly the Coralville Marriot). If you haven't already RSVP'd contact us at the Hall.

**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

## INSIDE Dec. 1st - 31st:

General Foreman	112%	\$45.72
Foreman	106%	\$43.27
Journeyman Wireman		\$40.82
Apprentices:		
Unindentured	45%	\$18.37
Period 1-2	45%	\$18.37
Period 3-4	50%	\$20.41
Period 5-6	55%	\$22.45
Period 7-8	60%	\$24.49
Period 9-10	75%	\$30.62
Health & Welfare		\$8.10/hour (straight time)
Pension		\$9.25/hour (straight time)

## VDV Dec 1st - 31st:

General Foreman	\$1.75	\$35.64
Foreman	\$1.25	\$35.14
Journeyman Technician		\$33.89
Installer		\$9.50
Apprentices:		
Period 1	60%	\$20.33
Period 2	65%	\$22.03
Period 3	70%	\$23.72
Period 4	80%	\$27.11
Health & Welfare		\$8.10/hour (straight time)
Pension		\$5.00/hour (straight time)

## RESIDENTIAL Dec. 1st - 31st:

General Foreman	120%	\$32.17
Foreman	110%	\$29.49
Residential Wireman		\$26.81
Residential Trainees:		
1st 6 months	65%	\$17.43
2nd 6 months	65%	\$17.43
3rd 6 months	75%	\$20.11
4th 6 months	85%	\$22.79
Health & Welfare		\$8.10/hour (straight time)
Pension		\$6.00/hour (straight time)

# COMMUNICATIONS

## WOMEN'S COMMITTEE

In the beginning of the new year, we will be hosting a clothing drive for local families in need. With each submission of clothing/donation, you will be entered into a raffle for some special IBEW swag. Images of the items will be available in the January newsletter. Next item: We will be looking to start up history interviews for those who have volunteered. If you can think of additional questions that you think should be included in our history, please send them to [amandacooling611@gmail.com](mailto:amandacooling611@gmail.com).

The holiday season is upon us and this may lead to some mental and emotional fatigue. If you are experiencing any distress, please know you are not in this alone. I will gladly take your call. You also have Doctors on Demand, that is free with our health insurance, which offers mental care. Lastly if you or anyone you know is thinking of self-harm, please call 988 Suicide & Crisis Lifeline.

In Solidarity,

Amanda Cooling, 7477624

Women's Co-chair/Iowa Women in the Trades President

## VDV

BICSI credit submission: You've completed a BICSI credit and have your certificate. What do you do now? You will need to go to the BICSI website to submit completed credits. Log in and go to the My Account section. Then you will need to click on the Credential Holder Dashboard and select Submit New CECs. Typical CEC courses submitted will be pre-registered so you will type in the class name and select from the dropdown menu. Be sure you fill out all information and upload a copy of your certificate. Remember you need 18 credits for every 3 years.

In Solidarity,

Amanda Cooling, 7477624

## VETERAN'S COMMITTEE

The Veteran's Committee meets the 2nd Tuesday of the month. In December, the Veteran's Committee meeting is Tuesday, December 12th.

## 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!

## RENEW

RENEW meetings are the first Wednesday of every month. In December, the RENEW meeting is Wednesday, December 6th at 6:00 pm.

# 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):** 15 Members

**Arrears (1-day to 3 months late):** 48 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	7	0	0	11	3
Baker Group	0	0	1	2	2
Basepoint/CI3	2	1	1	1	3
BIS Industrial	0	0	0	1	3
CORD Electric	0	0	0	0	0
Cupertino	3	2	0	0	98
Dependable	0	0	0	0	0
ESCO Electric	4	0	0	14	6
Gerard Electric	2	1	0	2	5
Hawkeye Electric	8	5	2	15	17
Justice Electric	1	0	0	4	5
Munson Electric	2	0	0	3	3
Nelson Electric	5	1	3	6	3
Paulson Electric	0	0	0	2	0
PEC	0	0	0	1	1
Premier Electric	4	0	0	2	0
Ruyhle Mechanical	1	0	0	0	0
SE Electric	0	0	0	0	2
Shay Electric	0	0	0	0	1
Streff Electric	0	2	0	4	4
Tech Solutions	1	0	4	4	3
Trey Electric	1	1	1	5	2
Tri-City Electric	2	3	2	4	15
Waldinger	1	0	0	0	1
Not on referral	22	X	X	X	X
Total	66	17	14	83	177

# BENEFIT COMMUNICATIONS

## IBEW Local 405:

Cedar Rapids Office Phone:  
(319) 396-8241

E-mail to Resign:

[ibew405@ibew405.org](mailto:ibew405@ibew405.org)

Website: [www.ibew405.org](http://www.ibew405.org)

## Cedar Rapids JATC:

Main Phone: (319) 654-9238

Website: [www.crejatc.org](http://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](mailto: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	163,437.84	10,378.29
September	162,808.75	180,396.55	17,587.80
October	122,204.13		
November	153,662.37		
December	146,904.93		
<b>Total</b>	<b>1,830,779.32</b>	<b>1,399,087.06</b>	<b>(8,917.83)</b>

## Health & Welfare Balances

	H & W Balance	HRA Balance	Dollar Bank Balance	Months in Reserve
July 2023	\$20,432,938.60	\$6,816,221.58	\$1,083,366.44	12.53
August 2023	\$20,010,767.50	\$6,816,221.58	\$1,083,366.44	12.11
September 2023	\$19,790,541.71	\$7,066,951.16	\$1,063,189.44	11.6

## **Health Insurance**

Access your health insurance account and put your claims, benefits and health tools at your fingertips. Registration takes less than a minute! You will also find a link in the Benefits section of our website. **Register at [www.wellmark.com](http://www.wellmark.com)**

**Know your coverage inside and out.** See exactly what services or medications are covered by your plan and track which benefits you've already used. When you need your ID card, you can easily access a digital copy.

**Keep tabs on claims and spending.** Estimate costs for upcoming procedures and track financials, like your deductible and out-of-pocket maximum. When you receive a claim, you can view the status tracker and cost breakdown. You get full access to all of your EOB's for HRA reimbursement claims.

**Make informed decisions.** From picking family doctors to knowing where to go in an emergency, myWellmark has you covered. With tools and resources available at your fingertips, you'll have the information you need 24/7.

## **MEMBER DISCOUNTS AVAILABLE**

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**

**POWERED BYBLUECROSS BLUESHIELD BLUE365**

## **Pension**

Register and access your pension account by going to [www.milliman.com](http://www.milliman.com) or click the Milliman link in the Benefits section of our website. You get real-time access to all of Milliman's information about your retirement plan, from documents to reports to individual account information-all from one easy-to-use, web-based dashboard.

**Real-time access.** View plan information and conduct transactions when it's most convenient.

**Personalize dashboard.** View savings rate, investments, rate of return and more.

**Financial wellness resources.** Get help meeting goals using articles, videos, podcasts and calculators.





# EMPLOYEE ASSISTANCE PROGRAM

Confidential Support for a Stronger, Healthier You



## IT'S OKAY TO ASK FOR HELP.

Your EAP provides a variety of resources for you and your immediate family. These EAP benefits are **NO COST** to you, **CONFIDENTIAL**, and available **24/7/365**.

## WE CAN HELP WITH:

- Depression
- Anxiety
- Stress
- Burnout
- Life Changes
- Grief
- Trauma
- Self-Esteem
- Addictive Behaviors
- Problems at Work
- Work-Life Balance
- Troubled Teens Child
- Eating Disorders
- Relationship Challenges
- Co-Parenting
- **And More...**

## Lifestyle EAP Benefit Summary

### Virtual or In-person Counseling

Conveniently access EAP sessions virtually or at a location near you.

### 24/7/365 Support

Call us whenever you have an issue or concern. Our experienced team is here to support you any time you need us.

### Downloadable Worksheet Toolkits

Access a growing list of self-guided worksheets on a variety of different topics.

### Virtual or Phone Life Coaching

Meet with a life coach and receive advice on matters such as goal setting, overcoming obstacles, and other areas of personal development.

### Interactive Self-Help Courses

Access a growing media library of self-help courses on a variety of different topics.

### Nutrition & Fitness

Access unique fitness programming, nutrition guidance, recipes, and much more.

### Financial

Receive financial coaching, access online tools, plus many other financial resources.

### Legal

Receive attorney and/or mediation consultation, ID theft support, and several additional legal resources.

### Additional Benefits

Monthly e-newsletters; self-assessments; expedited scheduling; trending stories, news, and research; a host of additional wellness content from our team of experts; and more.

**CREATE YOUR ACCOUNT TODAY!**

VISIT [CovenantWorkplaceSolutions.com](https://CovenantWorkplaceSolutions.com)

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

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U.S. POSTAGE PAID  
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CEDAR RAPIDS, IOWA

