



# INTERNATIONAL BROTHERHOOD

## *of* ELECTRICAL WORKERS LOCAL UNION # 405

CEDAR RAPIDS/IOWA CITY  
JANUARY 2024

### Announcements

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Benefit Communications

- RENEW Meeting -Tuesday,  
January 2nd at 6:00 pm
- RENEW Karaoke Night - Friday,  
January 5th from 6:00-9:00 pm at  
Checkers Tavern
- Save the Date - RENEW  
Apprentice Poker Party- Friday,  
February 9th from 5:00-9:00 pm

# JANUARY 2024

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

# BUSINESS MANAGER REPORT

Brothers and Sisters,

As we begin the New Year and progress into Spring, it is anticipated that there will be no shortage of work for our members. We are currently experiencing the usual winter slowdown of calls, but we have several new projects that will be taking off in the Spring, and the DAEC solar project will be ramping up for the second phase as we transition out of winter. This will give us plenty of opportunities to put traveling IBEW members to work and to organize new members from the non-union sector. Organizing is vital to our survival as an organization, increasing our membership leads to increased market share, more jobs, and a stronger Union. We need to continue to strengthen our solidarity and brotherhood to secure better benefits and wages in the future. If you know of any individuals who are electricians or want to become electricians, talk to them about the benefits of being Union and send them our way. One of our top priorities as Unions is to create a better standard of living for everyone.

The 2024 Legislative session will begin in January, and we are committed to working closely with elected officials at the federal, state, and local levels to ensure the safety and livelihood of our members. We have identified policy issues that directly affect our members and will be actively lobbying to ensure our voices are heard. With the Governor's re-organization bill that passed, it has been proposed to merge the Electrical Examining Board with the Plumbing and Mechanical Board and the Building Advisory Board. The plan is to reduce the merged board member total from twenty-eight down to seven. Currently, the electrical board has eleven members who work in the electrical industry; if it is reduced to a merged board with seven members, there will be individuals making rules for the state electrical code who do not work in the electrical industry. We do not support the merging of these boards. We will be advocating that the Electrical Examining Board remain its separate entity to uphold the integrity of the electrical licensure. We will also support policies that ensure worker safety and increased access to mental health services in Iowa to support workers and their families. Limiting the negative impacts of non-compete agreements on Iowa workers, supporting renewable energy infrastructure expansion, and protecting the integrity of union apprenticeships are other issues that we will be advocating for. As details become clearer throughout this legislative session, we will be asking our members to reach out to your elected officials to assist with ensuring that the IBEW's concerns on worker's issues are being considered when laws are being changed.

In Solidarity,  
Junior Luensman

# CONTRACT TOPIC OF THE MONTH

## INSIDE Jan. 1st - Nov 30th:

General Foreman	112%	\$45.27
Foreman	106%	\$42.85
Journeyman Wireman		\$40.42
Apprentices:		
Unindentured	45%	\$18.19
Period 1-2	45%	\$18.19
Period 3-4	50%	\$20.21
Period 5-6	55%	\$22.23
Period 7-8	60%	\$24.25
Period 9-10	75%	\$30.32
Health & Welfare		\$8.50/hour (straight time)
Pension		\$9.25/hour (straight time)

## VDV Jan. 1st - Nov. 30th:

General Foreman	\$1.75	\$35.24
Foreman	\$1.25	\$34.74
Journeyman Technician		\$33.49
Installer		\$9.50
Apprentices:		
Period 1	60%	\$20.09
Period 2	65%	\$21.77
Period 3	70%	\$23.44
Period 4	80%	\$26.79
Health & Welfare		\$8.50/hour (straight time)
Pension		\$5.00/hour (straight time)

## RESIDENTIAL Jan. 1st - May. 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		\$8.50/hour (straight time)
Pension		\$6.00/hour (straight time)

# COMMUNICATIONS

## WOMEN'S COMMITTEE

I hope you all had a good holiday season and kept your sanity. As a reminder, we have meetings on the 4th Wednesday of each month at 6:15 pm at the Hall. We are trying to do a quick catch-up between sisters and then plan upcoming events. Fresh ideas are always needed. One of these items is a donation drive for students who are aging out of foster care. Through Foundation 2, the program Fostering Futures is looking to collect basic household necessities and school equipment/supplies for young adults (17-23 years old). This program helps these individuals find apartments and set them up for the next stage of life, which is costly. With each donation you make at the Hall (whether it be monetary or items), you will be entered into a raffle to receive 1 of 3 raffle items. Pictures of these items will be posted on the Hall's website.

We have several conferences/learning opportunities coming up. First will be our Iowa Women in Trades leadership summit on March 9th from 8:30 -3:00 pm in Des Moines. This will cover a variety of topics including changes to maternity rights on the job, how to become a better public speaker, the importance of body health on and off the jobsite and more. Link to register will be coming soon. Let me know if you are interested and I will keep you in the loop. Second, our 11th District Women's Committee will be hosting a Women's Committee Conference on March 23rd in Kansas City, MO. This was recently announced with more information to come.

In Solidarity,  
Amanda Cooling, 7477624

## VDV

As a reminder, your paycheck will reflect the increase in monthly contributions to our Health & Welfare account. While it is never fun to see, it does mean that it will take less days monthly to meet your insurance deductible.

With our fields being broken out into divisions from job to job, not everyone gets training for AV installations. Products and installations are varied from different manufacturers, but did you know you can acquire an accreditation similar to BICSI for your installs? Avixa, formerly InfoComm, is the certification for this purpose. They have now teamed up with BICSI to offer some courses that will give you education credits for both. It may be a good idea to talk to your project manager to see if this is an avenue they would help you explore. In addition to help with smoother installation, this could help them bid work requiring an Avixa certified technician and/or cut down on subcontracting. You can get more information on this organization at [Avixa.org](http://Avixa.org).

In Solidarity,  
Amanda Cooling, 7477624

## RENEW

RENEW meetings are the first Tuesday of every month. In January, the RENEW meeting is Tuesday, January 2nd at 6:00 pm. The QR code below can be used to access our Discord:



# COMMUNICATIONS

## JATC

### Training Center Update

The training center has seen significant growth over the course of the last two years. Over the past month, the Committee has taken action to address this increase in numbers.

- In late November, the Committee accepted a bid to move forward with a remodel of the training center. The remodel will create a mezzanine level above the existing lab floor. This space will contain two additional classrooms, with one classroom being primarily utilized as a computer lab. The floor of the original building will extend out to connect to the new classrooms, which will allow for the construction of additional office space. Finally, to comply with ADA requirements, an elevator will be installed to connect the upper and lower levels. Construction is tentatively expected to begin in mid-March, but we are hopeful we can get started even sooner.
- At the Committee's December meeting, the committee authorized me to hire a fourth full-time instructor. The hiring process will be similar to last year: applications and resumes will be taken until February 15th, at which time, I will start to review the potential candidates. If you are interested, contact me at the training center (Phone: 319-654-9238, Email: [jebediahnovak@crejatc.org](mailto:jebediahnovak@crejatc.org)) or navigate to the training center's website at [www.crejatc.org](http://www.crejatc.org) and select the "Instructor Position" tab to see a job description and qualifications.

I have mentioned it previously, but after being interviewed for the apprenticeship, a Construction Wireman (CW) will qualify for a re-interview after 90-days have passed and they have worked 450-hours performing electrical work. If you are working with a CW and it has been a few months since their interview, mention this to them. Often times they will receive a better score from the additional interview, putting them in a lot better position for possible acceptance into the program. A lot of CW's may not have been thinking about this with all of the overtime being worked the last few months.

As we move into the new year, there are continuing education courses being added to the website with more to follow soon. One of the courses is the Electric Vehicle Charging System (EVCS) certification course. This single course will satisfy all 18-hours of the required continuing education for the 2023 Code cycle. The cost of the course is \$90.71 for the purchase of course licenses and system subscriptions, but upon successfully earning the EVITP certification, the Local Labor Management Committee will reimburse those fees. Select the "Classes" tab on the training center website for additional information.

## VETERAN'S COMMITTEE

The Veteran's Committee meets the 2nd Tuesday of the month. In January, the Veteran's Committee meeting is Tuesday, January 9th.

## 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!





### ---Electrical Apprenticeship Instructor---

The Cedar Rapids Electrical Training Center is currently accepting applications to fill a newly created, full-time apprenticeship instructor position.

As an instructor with the Cedar Rapids Electrical Training Center, you will:

- Deliver assigned curriculum developed by the electrical training *ALLIANCE* using instructional methods appropriate for the course material such as demonstration, sketches, lecture, and visual aids in the classroom.
- Monitor classroom attendance, evaluate your students' progress through the online Learning Management System (LMS), and administer exams while enforcing the adopted classroom policies fairly and equally.
- Develop your personal classroom syllabus and lesson plans.
- Augment student classroom learning through related, hands-on activities you have developed for the lab where you will monitor and evaluate student development.
- Provide individualized or group tutorial/remedial instruction as necessary.
- Collaborate with administrators and faculty to improve curriculum and minimize scheduling issues.
- Engage in continuing education as deemed necessary by the training director to keep current with educational best practices, subject knowledge, and needed credentials and professional development as required by accreditation guidelines.
- Observe and assist in facilities upkeep, maintenance, and cleaning as directed.
- Assist in recruitment efforts such as tours of the training center and participation in career fairs.
- Represent the Cedar Rapids Electrical Training Center, the International Brotherhood of Electrical Workers, and the National Electrical Contractors Association; therefore, you are expected to act and dress in a professional manner.
- Perform other tasks and duties as assigned to you by the training director.

#### **Required Qualifications**

- Inside journeyman wireman
- Thorough knowledge of electrical theory, safety and the *National Electrical Code*
- Intermediate computer skills
- Effective presentation, written, and spoken communication skills in large groups
- Demonstrate a high degree of self-efficacy; holding yourself accountable for learner outcomes

#### **Preferred Qualifications**

- 5-Years Journeyman Wireman Experience
- Knowledge of technology-assisted learning and instruction
- General knowledge of Microsoft Office Suite, specifically Word, Excel, and Power Point

#### **For Additional Information**

Contact Training Director Jebediah Novak at 319.654.9238 or [jebediahnovak@crejafc.org](mailto:jebediahnovak@crejafc.org) with additional questions or to request an application.

# 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): 18 Members**

**Arrears (1-day to 3 months late): 64 Members**

Contractor	Arrears/ Delinquent	Non-Members JW	Non-Members VDV Tech	Non-Members Apprentice	Non-Members Other
A&B Electric	1	1	0	2	3
Acme Electric	8	0	0	10	3
Baker Group	1	0	1	2	2
Basepoint/CI3	1	1	1	1	3
BIS Industrial	2	0	0	1	0
CORD Electric	0	0	0	0	0
Cupertino	3	0	0	0	47
Dependable	0	0	0	0	0
ESCO Electric	7	0	0	14	4
Gerard Electric	2	1	0	2	5
Hawkeye Electric	9	3	2	15	15
Justice Electric	1	0	0	4	5
Munson Electric	6	0	0	1	3
Nelson Electric	8	0	3	6	4
Paulson Electric	0	0	0	2	0
PEC	0	0	0	1	1
Premier Electric	5	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	2	3
Trey Electric	2	1	1	5	2
Tri-City Electric	5	3	2	4	15
Waldinger	0	0	0	0	1
Not on referral	24	X	X	X	X
Total	86	12	14	78	123



# 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
September 2023	\$19,790,541.71	\$7,066,951.16	\$1,063,189.44	11.6
October 2023	\$19,588,958.54	\$7,152,774.82	\$1,054,352.80	11.38
November 2023		\$7,369,267.07	\$1,041,368.24	



## Build a Healthy *Financial* Future

SAVE MORE NOW



You're eligible to participate in the IBEW Local 405 Deferred Savings Plan. This valuable benefit can help you reach your retirement goals. With our plan, you get: pre-tax and/or Roth after-tax savings, convenient contributions directly from payroll, multiple investment options and access to online financial tools.

### The Power of Compounding

The earlier you start saving, the more time your money has to grow. When that interest starts earning interest (called compounding), your savings will get a big boost. And the more you save now, the more you'll have for your future. For 2024, you can save up to the IRS limit of \$23,000 — it's a combined limit for pre-tax and Roth after-tax contributions. If you'll be age 50 or older in 2024, you can make an additional catch-up contribution of up to \$7,500.

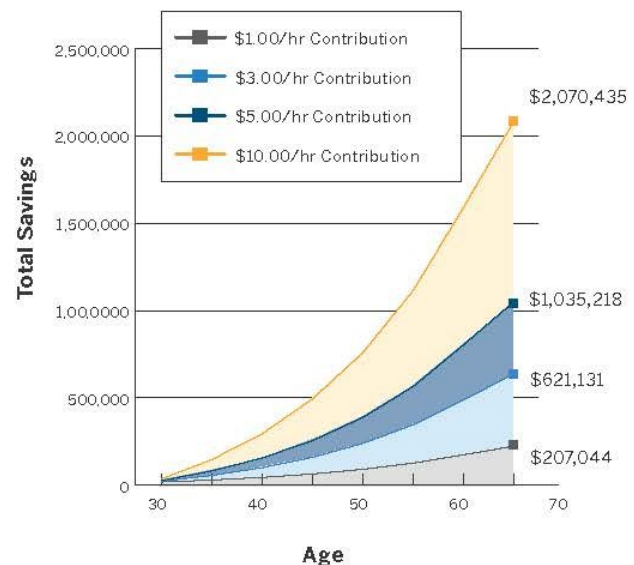
### Add It Up

Saving a little more can make a big difference down the road. Take a look at this example.

- Let's assume you work 1,800 hours and earn \$40,000 a year (before taxes).
- The chart on the right compares how much money you could have if you contribute \$1.00/hour, \$3.00/hour, \$5.00/hour or \$10.00/hour to your account in the IBEW Local 405 Deferred Savings Plan, assuming you get a 6% return on your investments.
- This doesn't include any contributions from Contributing Employers.

### How To Save More

You can save on a pre-tax and/or Roth after-tax basis. See the next page for more information about these contribution types. To change your contribution amount, please complete the 401(k) deferral form found in your benefits packet. You may make changes to your contribution amount as of January 1, April 1, July 1 or October 1.



Data is for illustrative purposes only and should not be considered investment advice.

## Pre-Tax or Roth. What Are the Different Tax Advantages?

Pre-tax and Roth after-tax accounts offer different tax advantages.

- **Pre-tax contributions** are deducted from your paycheck **before** income taxes are withheld, so you lower your taxes every pay period. You pay taxes on these contributions and earnings later when you withdraw them from the plan.
- **Roth after-tax contributions** are deducted from your paycheck **after** income taxes are withheld. So you're paying your taxes up-front. At retirement, qualified distributions, including any investment earnings, come out tax free.

## What's a Qualified Distribution?

A qualified distribution means:

- You have your Roth after-tax account open for at least 5 years, **and**
- You take your distribution after age 59½ or due to death or disability.

## How Do You Decide?

It's up to you to decide which kind of 401(k) contributions will work best for you. Here are a few things to consider.

**Pre-tax contributions** may make sense if you:

- Need a current-year tax break
- Expect to be in a lower tax bracket during retirement
- Would be forced to save less if you didn't get the tax savings on pre-tax contributions

**Roth after-tax contributions** may make sense if you:

- Are in a low tax bracket and don't mind paying taxes up front
- Hope to avoid taxes on Social Security (unlike pre-tax contributions, distribution income for Roth after-tax contributions is not included in the Social Security taxation calculation)
- Are a high earner and not eligible to make Roth Individual Retirement Account (IRA) contributions
- Want to pass on some of your account to your heirs (qualified distributions from an inherited Roth after-tax account won't be subject to income tax)

Remember, you can choose to split your contributions between both pre-tax and Roth after-tax contributions, and you can change your future contributions from year to year.

Note: Any contributions from Contributing Employers are always considered pre-tax, no matter which type of contributions you make.

## Online Roth Calculator Tools Help You Decide

The calculators on **MillimanBenefits.com** can help you analyze your savings approach. To access these planning tools, click on the "Financial Wellness" link conveniently located on the top of each page. Then, click on "Calculators" under Resources along the left side of the page.

## Need Help?

Call the Benefits Service Center at 1.866.767.1212 or use Web Chat on **MillimanBenefits.com**. Representatives are available Monday through Friday from 7 a.m. to 7 p.m. Central time.



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12/2023

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