



INTERNATIONAL BROTHERHOOD

of ELECTRICAL WORKERS LOCAL UNION # 405

CEDAR RAPIDS/IOWA CITY
FEBRUARY 2024

IN THIS ISSUE

PG. 2

Calendar

PG. 3

Business Manager Report

PG. 4

Contract Topic of the Month

PG's 5-6

Communications

PG. 7

Membership Status

PG's. 8-9

Benefit Communications

Announcements

- RENEW Apprentice Poker Party-
Friday, February 9th from 5:00-9:00pm
- Brotherhood Night-Every Thursday
Night at Checker's Tavern starting at
5:00pm
- Save the Date: Blood Drive - Saturday,
March 9th
- Save the Date: SaPaDaPaSo Parade-
St. Patrick's Day, Sunday March 17th

FEBRUARY 2024

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

BUSINESS MANAGER REPORT

As anticipated, with all the work that we have had in our Local, the membership counts have continued to climb and stay ahead of the attrition rate of retirees and those leaving the trade and dropping their membership. Currently, we are sitting at 755 active "A" members, we have 135 non-members working, with 78 of those non-members being indentured apprentices. Those who have not joined are specifically missing out on three life insurance policies that are given to union members. The IBEW Pension Benefit Fund (PBF) is \$6,250/\$12,500 (death and accidental death) and is paid directly through the monthly dues structure. The IBEW 405 MetLife policy of \$2,500/\$5,000 is provided by the Local for all dues paying union members and the American Income Life accidental death policy of \$2,500 is free to all union members and retirees. 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. Remember to check dues receipts on the job, we currently have 160 individuals that are in arrears (less than three months) or delinquent (more than three months). In the past year, we have had 13 individuals lose their membership for not paying their dues. 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 90th General Assembly began on January 8th and is expected to be completed when the legislators per diem expires on April 16th. February 16th is the 1st funnel deadline, with the 2nd funnel deadline being March 15th. Labor Unions, Electrical licensure, unemployment, apprenticeship programs, education and mental health are some of the key items that are under assault at the Capitol that we will be fighting to protect. We will keep the membership updated and educated about the legislative issues that we support and oppose. As we continue with the updates, we will ask that our membership help by contacting their elected officials to keep them focused on the issues that affect our families and our careers. Our political involvement as a Local and as individual members are key to our growth and strength as a Union. Last session, Governor Reynolds passed the Reorganization bill that included merging the Electrical Examining Board with the Mechanical and Plumbing Board and the Building Code Review Boards. Under this plan, our state electrical licensing will be further weakened, putting Union electricians and electrical contractors at a disadvantage. IBEW is lobbying to keep the Electrical Examining Board as its own entity and we need your help reaching out to your legislators. We have printed up postcards that we will mail on your behalf, if you give us permission to do so, an image of the postcard is on the website. This campaign is a product of the IBEW State Conference and all IBEW Locals in the State are doing the same. This is our opportunity to once again, prove that IBEW 405 members are the leaders of the labor movement, it just takes a call or an email to let us know you want to help.

In Solidarity,

Junior Luensman

CONTRACT TOPIC OF THE MONTH

Cedar Rapids Inside Section 5.12. Each job site shall be allowed a ratio of 3 apprentice(s) for every 3 Journeyman Wiremen (man), or fraction thereof.

Number of Journeymen	Max. No. of Apprentices/Unindentured
1	3
2	3
3	3
4	6
5	6
6	6
7	9
8	9
9	9
10	12

IBEW 405 Market Recovery Program

Residential Helper MOU

2. A job ratio of one (1) Journeyman Inside Wireman or Residential Wireman and up to three (3) non-journeyman classifications (any combination of Inside Apprentices, Residential Trainees, or CW's) as long as it is in compliance with state and local codes.

Solar Addendum Section Two: Ratio

The scope of work to be performed under this Addendum shall be all work associated with the installation of post, racking, blocking and panel assembly. All other work associated with a solar installation (including but not limited to: conduit, wiring, inverters and distribution work, etc.) shall be performed under the terms of the Inside agreement between the parties.

A job ratio of 1 Journeyman Wireman and up to three (3) alternate classification (any combination of apprentices and alternate classifications).

VDV Section 9.11

The allowable ratio shall be one to one (1 to 1) for apprentices to technicians.

Residential Section 5.08

Though the JATC cannot guarantee any number of apprentice, any employer signatory to this agreement shall be entitled to a ratio of two (2) apprentices to one (1) Residential Wireman on any job.

COMMUNICATIONS

WOMEN'S COMMITTEE

Revised Events: After the General Meeting, we received an update that the 11th District Women's Committee training will be held at IBEW Local 124 in Kansas City, on March 9th, which will be the same day as the Iowa Women in the Trades Leadership Summit. I will be going to the Iowa Women in the Trades event, but Junior will be receiving details on the 11th District event. Some upcoming events that we are planning are an Escape Room event and the Pinning Party. Leah and I can answer any questions/interest about these events. Ongoing: We are looking for help with the history project for our Local. It can range from questions for members, scanning photos, and interviewing members. The other topic is Fostering Futures drive for young adults who are graduating from the foster care program. Items can be donated at the Hall and we will enter you into a drawing. We will be raffling off a Rosie the Riveter Clock, Rosie "We Can Do It" poster, and Women on the Rise Print (women on iron beam over city). Household/school supplies are being accepted, in addition to cash donations.

In Solidarity,
Amanda Cooling, 7477624

VDV

Cable tray cutters: We should be using them. No, I'm not talking about a Porta-Band or a Sawzall. We all should be checking out specs for required material and tools needed for the job. I have been guilty of completing an install without receiving these documents, but they are important. Jobs will often require cable tray to be cut with manufacturer approved tools. You may or may not be aware of the options out there. There are hand cutters that look like large diagonal cutters, but they aren't always convenient depending on the location or angle you want to use. A lot of installs are completed with tools not meant for cable tray, which results in broken welds or hazardous edges that will need to be filed. With the advancement in tools, you do have some power tool options. Some of our techs have been using the DeWalt Wire Cutter and have given it a stamp of approval for efficiency and use. The edges still need a light filing but nothing like a Sawzall cut. There are other options if you're not a big yellow and black fan.

Greenlee and Cablofil (Legrand) have battery powered tools that can fulfill this need.

BICSI Credit: I'm spotlighting the Leviton site for BICSI Credits. You can go to <https://go.bluebolt.com/leviton/s/?brand=leviton> and register for an account. It will take a couple of minutes and you will have access to this ez-learn page. The catalog is not very friendly for courses that have BICSI credits, so I use the search bar and search for BICSI. Be sure you get those credits in! The 2018 class is due for renewal this year.

In Solidarity,
Amanda Cooling, 7477624

COMMUNICATIONS

JATC

Over the past month, there have been some jobsites and contractors slowing down and laying off the occasional apprentice. With the work picture continuing to be strong, we have been successful in getting those apprentices re-assigned to new shops without the apprentices missing almost any time. Please notify me at the training center if you are aware of apprentices that are not able to work a full week due to a lack of work.

The planned building remodel/expansion now has a tentative start date of the beginning week of February. This should allow the project to be completed at approximately the same time as the start of the new school year. Construction will affect the availability of the lab at times, but as construction workers, we will figure out how to work around it as necessary.

With the poor weather we experienced last month, apprentices are often wondering about the status of their classes. The training center is now registered with KCRG to post any cancellations or late starts to KCRG's Closings and Delays page. Apprentices will be able to watch the scrolling announcements at the bottom of the screen or they can pull up the list on the KCRG website. The apprentices have also been provided with information on how to subscribe to receive automatic notifications from KCRG when the training center posts and update. Within seconds of a cancellation being posted, the apprentice will receive the notification on their cell phone. As always, however, apprentices can call the training center or myself for any information they need, weather-related or otherwise.

There has been a lot of interest in the newly created instructor position at the training center so far, but far fewer are returning the necessary documentation. I am accepting applications through February 15th; at that time, I will begin to consider the candidates for the position. If you feel this may be a good fit for you, the complete job description may be found on the training center's website at www.crejatc.org. Feel free to contact me if you have any questions at jebediahnovak@crejatc.org or (319) 654-9238.

In Solidarity,

Jebediah Novak- Training Director

RENEW

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



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): 9 Members

Arrears (1-day to 3 months late): 151 Members

Contractor	Arrears/ Delinquent	Non-Members J W	Non-Members VDV Tech	Non-Members Apprentice	Non-Members Other
A&B Electric	4	1	0	2	3
Acme Electric	19	0	0	9	2
Baker Group	5	0	1	2	2
Basepoint/CI3	4	1	1	1	3
BIS Industrial	5	0	0	1	0
CORD Electric	0	0	0	0	0
Cupertino	6	0	0	0	39
Dependable	0	0	0	0	0
ESCO Electric	13	0	0	13	4
Gerard Electric	5	1	0	2	3
Hawkeye Electric	15	6	2	15	15
Justice Electric	4	0	0	6	5
Munson Electric	7	0	0	1	3
Nelson Electric	9	0	3	5	3
Paulson Electric	4	0	0	2	0
PEC	0	0	0	1	1
Premier Electric	6	0	0	2	0
Ruyhle Mechanical	1	1	0	0	0
SE Electric	1	0	0	0	2
Shay Electric	1	0	0	0	1
Streff Electric	3	1	0	4	4
Tech Solutions	2	0	4	2	3
Trey Electric	4	2	1	4	2
Tri-City Electric	8	5	2	7	11
Waldinger	0	0	0	0	1
Not on referral	34	X	X	X	X
Total	160	18	14	78	107

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:**

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	176,290.72	54,086.59
November	153,662.37	199,402.55	45,740.18
December	146,904.93		
Total	1,830,779.32	1,774,780.33	90,908.94

Health & Welfare Balances

	H & W Balance	HRA Balance	Dollar Bank Balance	Months in Reserve
November 2023	\$20,692,631.88	\$7,369,267.07	\$1,041,368.24	
December 2023	\$21,627,249.48	\$7,532,817.40	\$1,031,169.06	
January 2023		\$7,572,001.94	\$1,024,219.00	

Organizer's Report- Chad Campion

With springtime around the corner, and a substantial amount of work ahead of us, we're looking forward to new organizing opportunities in Local 405 this year. Last year was a banner year for us on the organizing front, and we hope to do even greater things in 2024. The work outlook is still pretty promising in the corridor and the need for electricians has never been greater. We had a lot of success with the things we did last year, and had a lot of help from volunteers stepping up and would like to continue those successes. We hope to step things up even further this year, so if you're interested in helping out, let us know, and we can make sure to include you on our next jobsite or housecalling blitz, or other things we'd like to try out soon. And as always, talk to the non-union electricians you run into about the benefits of the IBEW. And be sure to welcome the new faces, both Journeymen and Apprentices on the jobsite. Have a great year everyone!

Feeling Blue?

VIRTUAL VISITS ARE HERE FOR YOU

When it comes to coping with mental health, you're not alone. Virtual Visits can be available to you day or night all from the comfort of your home.

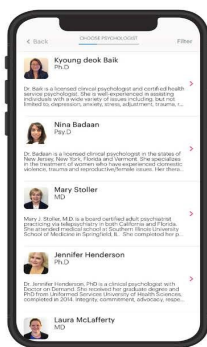


MENTAL HEALTH.* It's a topic many avoid or are timid to discuss. But, according to NAMI.org (National Alliance on Mental Health):

1 in 5 adults are experiencing mental health issues.

60% aren't receiving the treatment they need.

dr. on demand



Review and choose your doctor

Comfortable, connected, confidential

As a part of your health benefits, you can connect with a licensed therapist — or psychiatrist for more complex issues — to listen and help you find solutions.

Ready when you are

Make time for you and your overall health and well-being by scheduling your Virtual Visit today.



Easily scheduled appointments — flexible to YOUR schedule.



Review hand-picked, board-certified providers and their profile.



Accessible anywhere — at the office or from your home.



Private and confidential.

Virtual Visits can be used for:

- Depression
- Workplace stress
- Relationship issues
- Trauma and loss
- Social or general anxiety
- Addictions

WANT MORE INFORMATION?

Visit [DoctorOnDemand.com](https://www.DoctorOnDemand.com), or contact Wellmark customer service at the phone number listed on the back of your ID card.



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