



# INTERNATIONAL BROTHERHOOD

## *of* ELECTRICAL WORKERS LOCAL UNION # 405

**CEDAR RAPIDS/IOWA CITY  
MARCH 2024**

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### Announcements

- **Saturday, March 9th:** RENEW Blood Drive 8:00-11:00 am at the Hall
- **Saturday, March 16th:** United Labor Alliance-hosted by HALC, 12:00-1:30 pm at the Hall
- **Sunday, March 17th:** SaPaDaPaSo Parade (more info pg. 7)
- **Sunday, March 24th:** MDA/LUCC Union Bowl
- **Friday, March 29th:** RENEW Karaoke Night, 5:00 pm at Checkers Tavern

### Save the Date

- **Friday, April 12th:** 2023 Service Pin Awards & Retirees Banquet

# MARCH 2024

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

# BUSINESS MANAGER REPORT

Brothers and Sisters,

We are pleased to announce that for the first time in over 20 years, National Electrical Benefit Fund (NEBF) benefits will be increasing and a new plan will be implemented that will allow locals to negotiate more retirement benefits. First, beginning on January 1, 2025, the new benefit calculator will increase from \$32.00 to \$33.00 for every year of service and will be retroactive for all of your years of service. Second, retirees with effective dates prior to January 1, 2025, will potentially receive a one-time bonus payment on or around November 1, 2025. This bonus payment is subject to a favorable actuarial opinion showing no withdrawal exists, and this action will not create any future withdrawal liability. Third, a new, optional benefit has been established, the National Electrical Individual Benefit (NEIB). This new benefit will need to be negotiated at the local level with NECA. The Trustees have developed enabling language and will be detailed before the end of the year. This benefit will also be available on January 1, 2025, there will be more details about this benefit coming later in the year.

Over the past month, we have been engaging our members to assist us with our lobbying efforts to fight the proposed legislation that intends to merge the Electrical Examining Board with the Mechanical and Plumbing Board and the Building Code Review Board. On our member's behalf, we sent out 500 postcards to the legislators in our jurisdiction. We have also put a pop-up on the website with directions and talking points to email or call your Representatives and Senators. Thank you to everyone who has participated and helped with our efforts, it is working and we are hearing positive feedback from legislators. We will continue to reach out for assistance with these efforts and highly encourage everyone to participate.

As a reminder, there are links on our website under the "Benefits" tab for each of our service providers for our health insurance and our pensions. Our members are able to register on each of these sites to gain access to important information about your personal accounts. Some of the information available is real-time account balances in your HRA and Pension/401k, amounts paid YTD for deductibles and out-of-pocket maximums, digital medical cards and downloadable EOB's for HRA reimbursements. If you have not registered on any of these yet, you are missing out on valuable resources that are very useful.

In Solidarity,

Junior Luensman

# CONTRACT TOPIC OF THE MONTH

Over the past several months, it has become abundantly clear that neither our members nor our contractors have a clear understanding of contractual obligations when it comes to working outside of our jurisdiction. The language in the CBA is very clear in identifying the compensation for travel in the cases of daily work, extended stays and whether transportation is provided or not. If you are driving or riding in a company vehicle on your own time for a project in another jurisdiction, your employer has to pay you travel pay. If you are driving your own vehicle, on your own time, or you are a passenger, the employer has to pay you travel pay. If you have to take a plane to your destination on your own time, then you get paid mileage. Our working assessments are the lowest around and when you work in other jurisdictions, you are probably taking a pay cut by paying the higher assessments to the Local that you are working in. The travel pay is a tool to help compensate our members for their time, the disruption to their personal lives, unnecessary wear and tear on their vehicles, fuel and other added costs that burden our members.

## **Inside Agreement Section 3.07**

For employees working daily outside the jurisdiction of Local 405, a travel allowance, in the form of per diem, shall be paid before and after working hours to any workmen traveling to or from any job site outside of Local Union 405 jurisdiction at the rate of fifty cents per mile, both directions. It is noted that mileage pay starts at the jurisdiction line. This section applies when a company vehicle is supplied. If no company vehicle is supplied, the employer shall pay the above rates, but shall also include the standard IRS mileage reimbursement.

## **VDV Agreement Section 3.11 (C)**

Travel allowance shall be paid before and after working hours to any workmen traveling to or from any job site outside of a 60-mile radius from the local union hall at the rate of twenty cents (\$.20) per mile for installers and thirty cents (\$.30) per mile for all other classifications, both directions. It is noted that mileage pay starts in excess of the 60-mile radius, and then it is paid from post office to post office. When an employee is requested to drive their personal vehicle, they will receive mileage per the current IRS rate.

## **Residential Agreement Section 3.18**

Employers shall pay travel time (mileage) at the current federal rate when employees are required to work outside the jurisdiction. Mileage shall be figured from the shop to the job site and shall be paid for travel in both directions (to job site and back).

# COMMUNICATIONS

## WOMEN'S COMMITTEE

We are still running our donation drive to benefit Fostering Futures for students who are graduating out of foster care and are starting out on their own. It can be so expensive to buy all of the supplies for a new apartment or for continued education, so we are collecting household and school supplies. Any donations-items/cash can be left at the Hall, or you can reach out to Leah and me. Be sure to let one of us know so we can enter you into a raffle. We are looking to close this out at the end of March.

Iowa Women in Trades is hosting a FREE leadership summit on March 9th. You still have a little time to register if you would like to attend. It's in Des Moines and we will be covering Health & Wellness, New Laws/Rights on the Job, Conflict Resolution/Combating Harassment and Developing Leadership through Your Story. We have Iowa House Minority Leader Jennifer Konfrst and National President of Coalition of Labor Union Women Elsie Bryant coming to present. I can answer any question you may have. Light breakfast and lunch is provided, you just need to drive.

In Solidarity,  
Amanda Cooling, 7477624

## VDV

With the possibility of data centers coming into the Cedar Rapids area, have you thought about how this will affect our work? It may have been a while ago that you covered on your BICSI exam, but TIA does address this type of installation specifically and is the basis for BICSI. You can reference TIA-942 -C, which specifies the minimum requirements for data centers and covers all physical infrastructure including, but not limited to, site location, architectural, electrical, mechanical, fire safety, telecommunication, security, and other requirements. While some of this may be out of our hands, it would be a good idea to review if you do end up being part of a project or you end up working out of town. You can find the overview of this document at <https://tiaonline.org/products-and-services/tia942certifications/ansi-tia-942standard/>.

BICSI Credits: Chatsworth Products has 11 options of BICSI credits that can be earned on demand. Some maybe more about planning but they still count to our 18 credits. You can find the course at <https://chatsworth.com/en-us/training-center/cec-cources>.

In Solidarity,  
Amanda Cooling, 7477624

## RETIREEES 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!

# COMMUNICATIONS

## JATC

The Training Center expansion is now underway. The Trustees awarded the project to Rinderknecht a& Associates, and they began work earlier this month. So far, the work being performed has primarily consisted of demolition of the existing offices in the area affected by the expansion. With the project starting 1-1/2 months earlier than originally planned, we are hopeful construction will be completed when school resumes in the fall.

We have now stopped accepting applications for the new instructor position. This is a new position to help manage the increasing sizes of our classes. There are several strong candidates, and I hop to begin interviewing in the next couple of weeks. Once I make a decision, I will notify the Committee at their monthly meeting and then hopefully start our new instructor by the end of March.

We have received notice that the proposed changes to the inside standards are continuing the approval process. The primary changes would reduce the minimum number of related classroom instruction to 720-hours, down from the current 900-hour minimum. Under the proposed changes, the minimum number of required on-the-job training hours will remain the same at 8,000-hours. There are still several issues that will need to be addressed before these changes can be implemented at the local level, but the changes are moving forward.

The second electric-vehicle infrastructure course offered to Journeymen was recently completed, with all students in the class successfully earning the EVITP Certification. We are now approaching the halfway point of the current 3-year *Code* cycle. As a reminder, all Journeymen are required to complete 18-hours of continuing education during that 3-year cycle, with a minimum of 6 of those hours being *Code*-related. We are continuing to offer continuing education classes; watch the website to see the most current list.

In Solidarity,

Jebediah Novak- Training Director

## RENEW

# BLOOD DRIVE

**BLOODCENTER.ORG**

**IBEW**

*Hosted by the RENEW Group*

**Saturday, March 9<sup>th</sup>**

**8:00 am – 11:00 am**

IBEW Hall – IBEW Local #405

To schedule an appointment contact Gabe Kramer  
at [gabekramer2000@gmail.com](mailto:gabekramer2000@gmail.com).

Scan the QR code to schedule online.



*Please eat & drink before donating and bring a photo ID.*  
Last Date to donate Elsewhere: 1/13/24

Group Sponsor Code: 2548



Give & get your choice of a gift card, trees planted in a US forest, or bonus points to the loyalty store!

 **ImpactLife**

Find us on







# St. Patrick's Day Parade

## March 17th - 1pm

# 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): 5 Members**

**Arrears (1-day to 3 months late): 87 Members**

Contractor	Arrears/ Delinquent	Non-Members JW	Non-Members VDV Tech	Non-Members Apprentice	Non-Members Other
A&B Electric	2	1	0	2	2
Acme Electric	2	0	0	9	3
Baker Group	2	0	1	1	2
Basepoint/CI3	2	1	2	1	2
BIS Industrial	2	0	0	1	0
CORD Electric	0	0	0	0	0
Cupertino	8	0	0	0	38
Dependable	0	0	0	0	0
ESCO Electric	6	0	0	12	4
Gerard Electric	2	1	0	2	3
Gen 3 Electric	1	0	0	0	0
Hawkeye Electric	17	8	2	16	20
Justice Electric	0	0	0	6	4
Munson Electric	6	0	0	1	3
Nelson Electric	7	0	3	4	3
Paulson Electric	1	0	0	2	0
PEC	0	0	0	1	1
Premier Electric	3	0	0	2	0
SE Electric	0	0	0	0	2
Shay Electric	0	0	0	0	1
Streff Electric	2	1	0	4	5
Tech Solutions	1	0	4	3	3
Trey Electric	1	1	1	5	2
Tri-City Electric	6	6	3	6	15
Waldinger	0	0	0	1	1
Not on referral	21	X	X	X	X
Total	92	19	16	79	114



# 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	176,290.72	54,086.59
November	153,662.37	199,402.55	45,740.18
December	146,904.93	208,768.78	61,860.85
<b>Total</b>	<b>1,830,779.32</b>	<b>1,983,549.11</b>	<b>152,769.79</b>

## 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	12.29
December 2023	\$21,627,249.48	\$7,532,817.40	\$1,031,169.06	13.06
January 2024		\$7,572,001.94	\$1,024,219.00	

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

