



INTERNATIONAL BROTHERHOOD

of ELECTRICAL WORKERS LOCAL UNION # 405

**CEDAR RAPIDS/IOWA CITY
APRIL 2024**

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Announcements

- **Friday, April 12th:** 2023 Service Pin Awards & Retirees Banquet
- **Saturday, April 20th:** United Labor Alliance Luncheon, 12:00 pm at the Hall
- **Saturday, April 27th:** Judy Miller would like to invite all members of IBEW Local 405 to celebrate the life of Ken Miller from noon to 3:00 pm. Stop by the Hall and enjoy free beer, pulled pork, and good memories of Ken Miller!



APRIL 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 5:00 pm	5	6
7	8	9	10 E-Board Meeting 5:00 pm	11 Brotherhood Night @ Checkers Tavern 5:00 pm	12 Service Pin Banquet 5:00 pm	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 5:00 pm	19	20 United Labor Alliance Luncheon 12:00 pm
21	22	23	24 Local 405 Women's Committee 6:15 pm	25 Brotherhood Night @ Checkers Tavern 5:00 pm	26	27 Memorial Celebration for Ken Miller Noon-3:00 pm at the Hall
28	29 Workers Memorial Day 5:00 pm	30				

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BUSINESS MANAGER REPORT

Sisters and Brothers,

Thanks to everyone who showed up in the frigid cold to help with the St. Patrick's Day parade; we had close to 50 members and their children participate. This is by far the best turnout to date; a couple of years ago, there were only three of us.

By now, everyone has heard the announcement that the City of Cedar Rapids and the Iowa Economic Development Authority have approved financial incentives for the construction of a \$526 million Google Data Center in Cedar Rapids. The proposed site of the project is along Edgewood Road, south of the General Mills facility. A local news agency reported that they plan on breaking ground within the next 90 days, but to date it has not been confirmed which contractors will be on the project. We will keep everyone informed as the timeline details of the project become clearer. For now, everything is just speculation.

We are in the process of setting up bulk texting to improve communications with our membership. This option will allow us to send our members notifications of special meetings, social events, volunteer opportunities and to remind individual members when they are behind in dues payments. The bulk texting will be used in moderation and will only be used for union related business. In order to receive these important communications, each member will need to give consent (opt-in) via the QR code link in this newsletter or the link on the website. The 3-step process is very simple; click the link or scan the QR code, enter your cellphone number and you will receive a six-digit code, enter the code and select opt-in. We encourage everyone to opt-in; this will allow us to improve our Local and ensure that our communications are reaching everyone.

Lastly, Local 405 has a long history of working people coming together to create respectful workplaces and strong communities for ourselves and our families. The current and anticipated manpower needs expose that we are faced with a serious workforce shortage, the unfilled calls are not going to come to an end anytime soon. The opportunities that we have to grow our Local by offering career paths and to gain market share through organizing have never been greater. The Labor Movement started with the simple idea that everyone should be in a Union; it is up to us to afford that opportunity to every electrician in our jurisdiction and anyone who wants to be an electrician. If you have family, friends, or neighbors who want to be Union Electricians, send them our way, regardless of experience. There is a place for everyone on our jobsites.

In Solidarity,

Junior Luensman

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CONTRACT TOPIC OF THE MONTH

Inside Agreement

Section 3.09.

(a.) On all jobs requiring four (4) workmen, one journeyman wireman shall be appointed as foreman by the Employer and shall receive six percent (6%) per hour above the journeyman wireman's rate of pay. The maximum number of workmen that a foreman can supervise shall be ten (10) workmen. When there are four (4) foremen on a job, one foreman shall be designated as general foreman and shall receive twelve percent (12%) per hour above the journeyman wireman's rate of pay. Foremen are to accept orders only from general foremen or the Employer's representative, when general foremen are employed on a job. General foremen are allowed to work with the tools and run one project at a time. General foremen are not allowed to supervise a crew.

It is further agreed that no foreman shall have charge of more than one job.

On jobs having a foreman, workmen are not to take directions or orders or accept the layout of any job from anyone except the foreman or the Employers representative.

When tow or more foremen are working on the same job, the Employer shall designate to the Business Manager of Local Union #405 the foreman in charge of this job.

(b.) Each Employer is allowed to appoint one (1) General Foreman per thirty employees (30) per shop, to be designated as the Employer's representative with this General Foreman being allowed to work with the tools. The Employers will notify the Local Union with the person's name designated by the Employer.

Residential Agreement

Section 3.09. On all jobs requiring three (3) Residential Wiremen, one (1) Residential Wireman shall be appointed as Foreman by the Employer, and shall receive 10% per hour above the Residential Wireman's rate of pay. The maximum number of workmen that a Foreman can supervise shall be eight (8) workmen.

When there are four (4) Foremen on a job, one Foreman shall be designated as General Foreman and shall receive 20% per hour above the Residential Wireman's rate of pay. Foremen are to accept orders only from General Foremen or the Employer's representative, when General Foremen are employed on a job. General Foremen are not to work with the tools or supervise a crew.

It is further agreed that Foreman shall have charge of more than one (1) job, when the job consists of eight (8) men or less.

On jobs having a Foreman, workmen are not to take directions or orders or accept the layout of any job from anyone except the Foreman or the Employer's representative.

When two or more Foremen are working on the same job, the Employer shall designate to the Business Manager of Local Union #405, the Foreman in charge of this job.

VDV Agreement

Section 3.03 FOREMAN LANGUAGE

When four (4) or more workmen are employed, the employer shall appoint 1 technician as foreman.

Addendum I- Wages

1.05 VDV CEDAR RAPIDS/IOWA CITY DIVISION/LOCAL UNION #405

The minimum hourly rate of wages shall be as follows: CLASSIFICATION: EFFECTIVE DATE: 12/01/20 Foreman: (1.10 OVER JT).



COMMUNICATIONS

JATC

I am happy to announce that sister Leah Bennett has accepted my offer to fill the newly created instructor position with the training center. I am excited to see how Leah's background and experience will add to what is already a great staff of instructors. Each of our instructors bring their own unique dynamic to the classroom, and Leah will not be any different. Be certain to congratulate Leah the next time you see her.

I want to personally thank all of our members that took the time and effort to apply for the position. I enjoyed meeting with each of them over the course of the past month to hear how they would contribute to the training center as well as discussing the potential role they would play. I was fortunate to have lots of excellent candidates to choose from to fill this position, and it didn't make the selection process easy.

At this time, the expansion is continuing to move forward without any major issues. It is a little noisy in the classrooms at times, and we are no longer able to heat the lab, but that is just the cost of doing business. Training Coordinator Steve Straub has been handling the electrical portion of the project and I would like to say he is doing an excellent job taking care of business.

There continues to be continuing education classes available on the website, and there are still seats available as well at the time this is being written. We hope to be adding additional classes soon, so keep an eye on the website for when they are posted. We will have classes available in April and May, but we will take a break for the summer months, and then begin offering classes again in late August or early September.

Fraternally Submitted,

Jebediah Novak- Training Director

WOMEN'S COMMITTEE

Upcoming Meetings:

- Iowa Women in the Trades: Thursday, April 4th
- 11th District Women's Committee Meeting: Tuesday, April 16th
- Local 405 Women's Committee Meeting: Wednesday, April 24th.

In Solidarity,

Amanda Cooling, 7477624

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!

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2023 Service Pin & Retiree Watch Recipients

Service Year: 5

Austin Bergom
 Joshua Dunnick
 Trevor Gamerdinger
 Bradly Harriott
 Nick Harriott
 Wyatt Hill
 Joshua Holub
 Jesse Hubble
 David Kass
 Alex Kremer
 Gabriel Lynott
 Cory Mayhew
 Mitchell Mckusick
 Anthony Menefee
 Billy Murphy
 Matthew Petersen
 Jacob Rizzio
 Blake Scheer
 Shayna Schindler
 Scott Schwab
 Mason Short
 Terry Slaughter
 Jeffrey Steege
 Robert Sumner
 David Thompson
 Adam Turnis
 Matt Wenger

Service Year: 10

Matthew Bailey
 Justin Beck
 Lucas Benson
 Dustin Bissell
 Sean Boren
 Robert Bryant
 Michael Dittmar
 Michael Ellingson
 Benjamin Engel
 Aaron Ford
 Scott Foster
 Matthew Gould
 Matthew Kramer
 Andrew Krenz
 Justin Kress
 Lucas Leaven
 Matthew McCormick
 Vince Mulnix
 Chad Neal
 Timothy Suchanek
 Drake Vanous
Service Year: 15
 Brian Akerberg
 Dwayne Behrens
 Leah Bennett
 Charlie Candelario
 Benjamin DeLancey
 Cody Dill
 Steven Hinrichs
 James Johnson
 Dirk Jordan
 James Lewis
 Roger Lough
 Matthew Mineart
 Gerald Mittan
 Jason Morgan
 Shane Palmer
 Steve Straub
 Dan Tyne
 Jordan Weber
 Charles Wolfe

Service Year: 20

Steven Benish
 William Brown
 Travis Cornwell
 Dale Ellingson
 Paul Kumley
 Christian Munn
 Matthew Resor
 Justin Rundell
 Nicolas Shaffer
 Jeremy Wisely
Service Year: 25
 George Baldonado
 Harlan Demean
 Brent Durgin
 James Farmer
 Mark Gallagher
 David Hartgrave
 Paul Hilgendorf
 Jeffrey Kay
 Shane Kelsey
 Jeff Kohl
 John Lane
 Michael Lopata
 Lowell Meier
 Cory Olson
 Dana Pasker
 Austin Penn
 Todd Reves
 Kurt Sanborn
 Brandon Schroeder
 John Shaffer
Service Year: 30
 Matthew Boyle
 Kenneth Burr
 Lance Canny
 Raymond Cross
 Dan Davis
 Corey Henderson
 Jerry Herb
 Terry Hootman
 Christopher Jennings
 Alvin Neuhaus
 Benjamin Sampica
 Bryan Schissel
 Kevin Webster

Service Year: 35

Mike Cochran
 Jeff Cook
 Christopher Deguc
 Melvin Dubishar
 Robert Gardner
 Alan Gerard
 James Gerard
 Jeffrey Hermanstorfer
 David Moses
 Steven Randall
 Rick Rogers
 Kelvin Schmitz
 Loren Siebels
 John Steinbronn
 Larry Sylvester
 Charles White
Service Year: 40
 James Guthrie
 Karl Kirkpatrick
 Michael Spading
 Robert Spading
 David Wilson
Service Year: 45
 James Barnes
 John Boyle
 Michael Chmelicek
 Jeffrey Defrance
 Michael Donohue
 William Elliott
 Jerry Fetzer
 Gary Hanes
 William Hanes
 John Niles
 Karl Oakley
 Gordon Olson
 Brian Till
 James White

Service Year: 50

Robert Hall
 Robert Hanes
 Dennis Ireland
 Kevin Kacena
 Jon Novak
 Terry O'Connell
 Richard Standley
 Jerome Wiedemeier

Service Year: 55

Harry DeLancey
 Larry Foster
 Robert Hamilton
 Richard Hancox
 Thomas Hart
 Don Horner
 Walter Loukota
 Gerald McCoy
 Carmen Oyloe
 Dennis Schissel
 Clair Scott
 Thomas Whittemore

Service Year: 60

Herbert Benton

Service Year: 65

Edward Eichler
 Fred Emerson
 Larry Swan

2023 Retiree Watch Recipients

Gerald Bennett
 Michael Carson
 Daniel Daily
 Thomas Delancey
 Kevin Titus



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): 14 Members

Arrears (1-day to 3 months late): 66 Members

Contractor	Arrears/ Delinquent	Non-Members JW	Non-Members VDV Tech	Non-Members Apprentice	Non-Members Other
A&B Electric	3	1	0	2	2
Acme Electric	5	0	0	9	5
Baker Group	1	0	1	1	2
Basepoint/CI3	1	1	1	1	3
BIS Industrial	1	0	0	1	0
CORD Electric	0	0	0	1	0
Cupertino	7	0	0	0	74
Dependable	0	0	0	0	0
ESCO Electric	4	0	0	10	4
Gerard Electric	2	1	0	2	3
Gen 3 Electric	0	0	0	0	0
Hawkeye Electric	15	8	2	14	20
Justice Electric	1	1	0	5	4
Munson Electric	5	0	0	1	3
Nelson Electric	3	0	3	4	3
Paulson Electric	1	0	0	2	0
PEC	0	0	0	1	1
Premier Electric	3	0	0	2	0
Ruyle	1	0	0	0	0
SE Electric	0	0	0	0	2
Shay Electric	0	0	0	0	1
Streff Electric	1	1	0	4	5
Tech Solutions	1	0	3	2	3
Trey Electric	1	1	1	5	2
Tri-City Electric	6	2	3	5	16
Waldinger	0	0	0	0	2
Not on referral	18	X	X	X	X
Total	80				



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	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
Total	1,830,779.32	1,983,549.11	152,769.79

Health & Welfare Balances

	H & W Balance	HRA Balance	Dollar Bank Balance	Months in Reserve
December 2023	\$21,627,249.48	\$7,532,817.40	\$1,031,169.06	13.06
January 2024	\$21,881,052.68	\$7,572,001.94	\$1,024,219.00	13.1
February 2024		\$7,758,888.88	\$1,012,251.31	

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Employee Assistance Program (EAP) Member Portal IBEW

Steps to Creating Your Account

1. Goto: www.CovenantWorkplaceSolutions.com
2. Click "LOGIN" at the top right of the home page.
3. Click the link that says, "Create One," at the bottom.
4. Fill out your first and last name, email address, create a password, enter your phone number, and company code.
 - Your private company code: **EAPIBEW22**
(For employee and family members within the immediate household)
5. Click "REGISTER"

Congratulations! Your account is now created!

**When accessing the self-help course media library (found in the Self-Help Resources section), Use coupon code EAPIBEW22 to waive all fees.*

**DON'T FORGET TO INVITE IMMEDIATE FAMILY MEMBERS
WITHIN THE HOUSEHOLD TO SET UP THEIR ACCOUNTS**

For a more in-depth video tutorial, go to:
https://www.youtube.com/watch?v=Dr_EfEWmIJs

Call or email the Covenant Workplace Solutions team for any questions or concerns regarding your account.

(833) 434-1335 | 819 5th Street SE, Cedar Rapids, IA 52401 | www.CovenantWorkplaceSolutions.com



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1211 WILEY BLVD, SW
CEDAR RAPIDS, IA 52404

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