



INTERNATIONAL BROTHERHOOD

of ELECTRICAL WORKERS LOCAL UNION # 405

**CEDAR RAPIDS/IOWA CITY
MAY 2024**

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Membership Status

Announcements

- **Saturday, May 18th: Join IBEW Local 405 for a Night at the Ballpark.** The Cedar Rapids Kernels are playing against The Quad Cities River Bandits. Game starts at 6:35 pm. Tickets are \$10.00 each and include admission to the Miller Mezzanine, food and drinks. Children 5 and under are free. Fireworks will follow the game, weather permitting. Purchase your tickets at the Hall no later than Friday, May 4th.

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MAY 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2 Iowa Women in the Trades 6:30 pm Brotherhood Night @ Checkers Tavern 5:00 pm	3	4
5	6	7 RENEW Meeting 6:00 pm	8 E-Board Meeting 5:00 pm	9 Brotherhood Night @ Checkers Tavern 5:00 pm	10	11
12 Mother's Day	13	14	15 General Meeting 6:00 pm	16 Retirees Luncheon Brotherhood Night @ Checkers Tavern 5:00 pm	17	18 IBEW Local 405 Night at the Ballpark 6:35 pm
19	20	21 11th District Women's Committee Meeting 6:00 pm	22 Local 405 Women's Committee 6:15 pm	23 Brotherhood Night @ Checkers Tavern 5:00 pm	24	25
26	27 Memorial Day (Holiday)	28	29	30	31	

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BUSINESS MANAGER REPORT

Brothers and Sisters,

We want to thank everyone who participated when we called on our members to help us fight to keep the Electrical Examining Board intact and not merged with the Mechanical and Plumbing Board. Because of the efforts of our members, staff, and IBEW State Conference lobbyist, we were able to win this fight. We are pleased to announce that when the Boards and Commissions legislation was finalized, the merger of our board was left out. In the beginning and all the way to the final house, this was an improbable victory, where the IBEW was on an island, by ourselves, lobbying Republicans and Democrats while our industry allies were lobbying against us. We could not have won this if our members didn't step up and help by calling, emailing and filling out postcards. Thanks for standing and fighting with us when we needed it the most. The power of IBEW 405 lies in the hands of our members.

The amendments to the IBEW Constitution, which were adopted at the 40th IBEW International Convention have been updated in the IBEW Pattern Bylaws effective April 1, 2024. Local 405 will now start the process to administratively update our bylaws solely to conform to the new pattern guidance, this process does not require us to follow the current amendment procedure outlined in our approved bylaws. The only changes at this time to the bylaws are changes that are necessary to conform to the new pattern bylaws, there will be no changes that increase assessments. Once the administrative changes are made, and our bylaws are approved by the International, there are some items that will need to be changed to bring our bylaws into compliance with the pattern language. Our current bylaws still list provisions for Radio-Television Broadcast, Electrical Manufacturing and various dissolved units. Considering that we don't represent any of those members and the units no longer exist, we need to strike them from our bylaws to be compliant. Also, when Local 405 added the CW/CE classifications in 2023, our bylaws should have been updated to reflect those classifications to be compliant with the International. These changes will require us to follow the current amendment procedures contained in Article XVI of the bylaws, *continued on page 4...*

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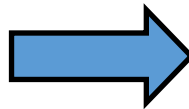
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which include two readings and a vote by membership. There were some questions and concerns voiced at the April General Meeting about rumors of raising assessments and building a new building. In light of all of the work that is projected in our jurisdiction, anticipated membership growth and the fact that we have had two different offers for our lot across the street this year and a third party relayed to us that CRST wants to buy our building, we have started having discussions about the future of our Local. It is projected that these discussions will go on for months, while we engage our membership. We openly invite genuine conversations about what is in the best interest of our membership and the future of our Local. Our priority will always be addressing the needs of our membership. As our numbers continue to grow at a fast pace, there will come a time to hire additional staff to ensure that those needs are being met. There are no immediate plans to do so, it's something that we will monitor as time goes by. The one thing that we learned from seeing the growing pains of our neighboring Locals as they experienced overwhelming workload and rapid growth, is the need to be proactive and be prepared so that we can maintain control of our market and man the work in our jurisdiction. We encourage anyone with any questions or concerns to reach out and share them with us.

In Solidarity,

Junior Luensman

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CONTRACT TOPIC OF THE MONTH

CR Inside Article III Section 3.14

- a) On all energized circuits or equipment carrying 440 volts or over, as a safety measure, two or more journeyman wireman must work together.
- b) Adopt current NFPA 70E Standards

VDV Article VIII Safety Section 8.01

- a) It is the Employers exclusive responsibility to ensure the safety of its employees and their compliance with safety rules and standards. Employees failing to comply with safety and regulations established by the Department of Labor and Industry may be subject to discipline.

Residential Article III Section 3.20

Residential wiremen shall not work on circuits or equipment carrying more than 300 volts.

You have the Right to a Safe and Healthy Workplace

Under Federal law, you are entitled to a safe workplace. Your employer must provide a workplace free of known health and safety hazards. If you have concerns about workplace safety, you have the right to speak up about them without fear of retaliation.

You have the right to:

- Be provided required safety gear, such as gloves or a harness and lifeline for falls
- Be protected from toxic chemicals

You also have the right to:

- Be trained in a language you understand
- Work on machines that are safe
- Request an inspection from the Occupational Safety and Health Administration (OSHA), and speak to the inspector
- Report a work-related injury or illness, and get copies of your medical records
- See copies of the workplace injury and illness log
- Review records of work-related injuries and illnesses
- Get copies of test results done to find hazards in the workplace

You Have a Voice in the Workplace

The Occupational Safety and Health Act of 1970 affords workers the right to a safe workplace (see OSHA's Worker Rights page, www.osha.gov/workers.html). Workers also have the right to file a complaint with OSHA if they believe that there are either violations of OSAH standards or serious workplace hazards.

How OSHA Can Help

For questions or to get information or advice, to report an emergency, report a fatality or catastrophe, or to file a confidential complaint, contact your nearest OSHA office, visit www.osha.gov or call our toll-free number at 1-800-321-OSHA (6742). It's confidential.



COMMUNICATIONS

WOMEN'S COMMITTEE

Our 405 committee is looking to plan more events that our women would like to attend. Please reach out to Leah Bennett, Cole Eckhardt, or Amanda Cooling with any suggestions. This includes learning events in addition to social. We are looking for anyone who would like to be a part of the historical documentation as well.

At last year's progress meeting, RENEW and our committee attended an informational workshop on EWMC (Electrical Workers Minority Caucus). This is an affiliated group of IBEW members whose goal is to encourage minorities to become activists within their own communities and leaders within the IBEW. Their goals are listed below. We would be happy to set up a meeting for a local presentation if we have some interest. Please let any of us know or call the Hall.

- Promote equity, equal opportunity and employment for minorities and underrepresented workers at all levels of the IBEW structure
- Foster leadership development and empower minorities and underrepresented workers to become active participants and leaders in the IBEW
- Provide assistance to and address discrimination complaints of minorities and underrepresented workers in the IBEW
- Encourage minority and underrepresented workers to be greater activists in community and political affairs, and
- Be actively involved in human, civil and women's rights organization both within and outside of organized labor

For the 11th District Women's Committee, our IO members had to reschedule for May if you missed this month's meeting. Then our June meeting will be cancelled, as it will be in conflict with the 11th District's Progress Meeting.

For Iowa Women in the Trades, we will be tackling mentorship and how to set your goals/processes.

In Solidarity,

Amanda Cooling, 7477624

RENEW

RENEW has two events coming up in June. On Friday, June 14th, they are hosting Karaoke Night at Checkers Tavern, and on Sunday, June 23rd, they are hosting the Annual IBEW 405 Disc Golf Tournament at Fay Clark Memorial Park in Hiawatha. Members and their families are welcome, there will be a picnic following disc golf.

RETIRES 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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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): 20 Members

Arrears (1-day to 3 months late): 86 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	5	0	0	9	6
Altmeyer	0	0	0	0	3
Baker Group	2	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	9	2	0	0	52
Dependable	0	0	0	0	0
ESCO Electric	11	0	0	10	6
Gen3 Electric	2	1	0	2	3
Gerard Electric	5	1	0	2	3
Hawkeye Electric	18	10	2	14	25
Justice Electric	5	1	0	6	3
Munson Electric	6	0	0	1	3
Nelson Electric	5	0	3	4	6
Paulson Electric	2	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	0	1	0	4	6
Tech Solutions	3	0	3	2	3
Trey Electric	3	1	1	5	2
Tri-City Electric	15	6	3	4	20
Waldinger	0	0	0	0	2
Not on referral	9	X	X	X	X
Total	106				



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	2023	2024	Difference
January	135,654.87	130,454.50	(5,200.37)
February	133,530.46		
March	155,546.43		
April	159,942.77		
May	150,583.03		
June	161,101.10		
July	158,894.01		
August	163,437.84		
September	180,396.55		
October	176,290.72		
November	199,402.55		
December	208,768.78		
Total	1,983,549.11	130,454.50	(5,200.37)

Health & Welfare Balances

	H & W Balance	HRA Balance	Dollar Bank Balance	Months in Reserve
January 2024	\$21,881,052.68	\$7,572,001.94	\$1,024,219.00	13.1
February 2024	\$21,509,885.18	\$7,758,888.88	\$1,012,251.31	12.73
March 2024				



DUES INCREASE SCHEDULE

At the last International Convention, a resolution was passed to increase the IO portion of dues payments. This increase will fund an increase to the Pension Benefit Fund from \$4.50 per month per year of membership, to \$5.50 per month per year of membership beginning in 2023. Dues are currently \$44.00 per month. Below is the schedule of dues increases through 2025:

- July 1, 2024: \$45.00 per month
- January 1, 2025: \$47.00 per month
- July 1, 2025: \$48.00 per month

The IBEW Pension Benefit Fund (PBF) currently pays \$4.50 per month for each full year of continuous "A" membership earned through 2022. The increase will change the benefit amount to \$5.50 per month for each year of continuous "A" membership earned in and after 2023.

IBEW Pension Benefit Fund (PBF)

- IBEW Membership required
- \$4.50 per month for each full year of membership 2022 and prior
- \$5.50 per month for each full year of membership 2023 onward
- Vesting period is 20 years
- Summary Plan Description with full details is available for download on our website

National Electrical Benefit Fund (NEBF)

- Must work for a covered employer
- \$33.00 per month for each vested service credit
- Vesting period is 5-years
- Must work 300 hours in one year to get a "good year"
- Visit www.nebf.com to create a username and password to access your current NEBF information
- Summary Plan Description with full details are available for download on our website

401K/Roth

- Voluntary retirement savings
- \$0.50 per hour increments
- Member is eligible to participate at the time of initial hiring or at the start of each quarter. Contributions can be adjusted at the beginning of each quarter
- Annual contribution may not exceed \$23,000, workers age 50 or older can contribute an additional \$7,500.
- You may elect a withdrawal while you are still employed if you are age 59 and a half or older
- The IBEW Local 405 Deferred Savings Plan Summary Plan Description with full details are available for download on our website



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

RETURN SERVICE REQUESTED

NON-PROFIT ORGANIZATION
U.S. POSTAGE PAID
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CEDAR RAPIDS, IOWA

