



INTERNATIONAL BROTHERHOOD

^{of} ELECTRICAL WORKERS LOCAL UNION # 405

**CEDAR RAPIDS/IOWA CITY
APRIL 2022**

Announcements

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Benefit Communications

IBEW 11th District Stewards Training

When: Wednesday, April 13, 2022

Where: IBEW 405 Hall

Who: All Members

Cedar Rapids & Iowa City Building Trades

Sponsored Honor Flight– April 19th

The Eastern Iowa Honor Flight would like to invite you to the “Welcome Home Celebration” that will take place

upon the Honor Flight’s return to Cedar Rapids on **Tuesday, April 19, 2022!** The flight will arrive at **The Eastern Iowa Airport at approximately 8:30 pm.** Please

join the “Cedar Rapids & Iowa City Building Trades” for the festivities as the Veterans enter the terminal. We

hope to provide a welcome home that many of them never received after returning from war. Parking will be free if you pick up a ticket inside the airport terminal at the information kiosk.

APRIL 2022

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				3	1	2
3	4	5	6 Iowa City Unit Meeting 4:30 pm	7 RENEW Meeting 6:00 pm Iowa Women in the Trades 6:30 pm (Zoom)	8	9
10	11	12 11th District Women's Committee Meeting 6:00 pm	13 E-Board Meeting 6:00 pm 11th District Steward's Training	14 Retirees Luncheon	15	16
17 Happy Easter	18	19 Eastern Iowa Honor Flight Returns 8:30 pm	20 General Meeting 6:00 pm	21	22	23
24	25	26	27 RENEW Solidarity Night @ Union Station 5:00 pm	28	29 Retirees Newsletter at the Hall	30

BUSINESS MANAGER REPORT

Brothers and Sisters,

Congratulations to Brother Chad Champion on his recent election as Vice President of the Iowa State Building and Construction Trades Council. With this position, the IBEW now holds a seat at the table at the state level of building trades, something that hasn't happened for a long time. This also puts Local 405 on the forefront of the labor fight here in Iowa.

Also, congratulations to Brother Jeff Cooling on his recent announcement for his run for Iowa House District 77 and to Brother Joe Zahorik, Organizer for Ironworkers Local 89, who is running for Senate District 39. As we progress through this campaign cycle, we will need to do everything that we can to help our Union Brothers get elected to these positions. It is rare to have an opportunity to have Union Tradesman in elected positions such as these. Usually, we have to educate politicians on how certain issues affect construction workers with the hopes that they prioritize our issues to protect our rights. Too often our issues are not prioritized and we digress as a state when it comes to worker's rights. If these two get elected, our labor issues will be a priority and our Unions will become stronger. We will need volunteers to help them both with their campaigns and if you live in their districts, they will need your votes.

It was originally anticipated that the Coggon Solar Project was going to start during the month of April. Recent communications have indicated that there have been some delays in the timely acquisition of material and equipment that will certainly delay the start of the project. As we receive updates on a revised schedule for the project, we will pass them along to the membership.

Built By Pro's has partnered with Rock 108 to resume the "Lunchbox Heroes" in which the radio station will do a live broadcast from a different jobsite each week throughout the summer. Lunch will be provided for the construction workers on each site. Let us know what jobsites you are on and we will try to get them on the schedule.

In Solidarity,

Junior Luensman

CONTRACT TOPIC OF THE MONTH

Cedar Rapids Inside

Section 3.04. (b.) Any employees who are laid off or terminated shall receive a paycheck upon the time of the termination from the company.

Iowa City Inside

Section 3.04. Any workmen laid off or discharged by the Employer shall be paid all his wages immediately, less any monies due the employer. In the event he is not paid off, waiting time at the applicable rate shall be charged at the regular straight time rate of pay.

Residential

Section 3.05. Wages shall be paid weekly not later than quitting time on Friday, and not more than five (5) days wages may be withheld at any time. Any workmen laid off or discharged by the employer shall be paid all his wages immediately, less any monies due the employer.

VDV

Section 3.06 a. Pay day shall be once each week no later than the fifth working day following the end of the Employer's weekly payroll period. Employees are to be paid at the option of the Employer in cash or negotiable payroll check, provided that the Employer makes arrangements for cashing such checks with a designated local bank. When employees are laid off or discharged, they shall be immediately paid all wages due. In the event the employee is not paid off, as provided above, waiting time at the appropriated rate shall be charged until payment is made. The Employer will either pay the employees at the job site during regular working hours or allow them sufficient time during regular working hours to report to the shop to receive their pay. The Business Manager with the Chapter Manager, or their designated representative, shall have the right to visit the Employer's place of business during working hours to inspect the time cards and/or payroll records of the employees covered by this Agreement.

COMMUNICATIONS

IOWA CITY UNIT

The Iowa City Unit Meeting will be on Wednesday, April 6th at 4:30 pm.

VDV UNIT

We are coming up quickly at the end of the school year. Is your apprentice studying for their BICSI exam? Be sure to check in with them and see if they have any questions. In addition to apprentices, be sure to check your own BICSI accreditation and make sure you are keeping up on your CEU's. You need 18 credits per 3-year period.

Are you getting a little rusty on your camera knowledge? Axis Communications has some free learning on optimizing image quality, analytics, and more. There are some direct components tied to their services but it has some good overall knowledge as a refresh or addition to our apprenticeship training. You will have to make an account to register, but it is free.

RENEW

The RENEW meeting is April 7th at 6:00 pm at the Cedar Rapids Hall and via Zoom.

Join us in the back room of Union Station on April 27th at 5:00 pm for our first Solidarity Night. Hang out, have fun, and wear red!

We will be looking for volunteers to help with renovations at Indian Creek Nature Center's new educational farm. If that interests you, please reach out to the Hall or contact anyone from RENEW.

JATC TRAINING CENTER NEWS

****JW classes are available!**** Classes are available on our website; visit www.crejatc.org to register for classes available at the JATC Training Center.

Recently added is a 6-hour course on April 11th & 12th; a 3-hour course on April 14th ; a 3-hour course on April 18th.

All licensed Journeyman Electricians need a minimum of 18-CEU's by 12-31-2022. A minimum of 6-hours must be code related.

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!

COMMUNICATIONS

WOMEN'S COMMITTEE

Thank a union if you are not locked into your jobsite and have accessible fire exits.

This may sound obvious, but this was not always a given. In the early 1900's, workers were being exploited not just for their hours, work and compensation, but for their safety. The women and children working at the infamous Triangle Shirtwaist Factory were locked into their work area because they would have to leave the building to use the bathroom. On November 22, 1909, Local 25 of the International Ladies' Garment Workers' Union (ILGWU) had a meeting to talk about conditions and the possibility of a strike. Clara Lemlich, a 19-year old who had previously been beaten for her union involvement, grew tired of men cautioning them not to strike and made her way to the podium to say, "I have no further patience for talk, as I am one of those who feels and suffers from the things pictured. I move that we go on a general strike...now!". The following day 20,000 garment workers went on strike. Unfortunately, smaller and middle size factories did not recognize the union and those workers went back to work without demands being met. One of those was the Triangle Shirtwaist Factory, which would have a fire less than a year and a half later, on March 25, 1911. Workers were forced to jump from the windows to escape. Within a half hour, the fire was done and 146 out of 500 workers were dead. This brought to light the issues the strikers were fighting for previously and brought activists in droves. From this event, labor would see OSHA and the NLRB come to life. You can read the full article from the AFL-CIO at <https://aflcio.org/about/history/labor-history-events/triangle-shirtwaist-fire>.

This event was part of our labor history lesson at the Iowa Women in the Trades Leadership conference. We had 10 women attend the conference and there was great interaction between participants. Robin Clark-Bennett and I (Amanda Cooling) would like to thank our membership for the continual help and support of this initiative.

The 11th District Women's Committee will be doing a joint meeting with the 11th District RENEW call in May. If you want to kill two birds with one stone to see what each group is about, reach out to Amanda Cooling or the RENEW Committee to get the Zoom information.

Since we have more women in our apprenticeship program, we are going to meet up on a Sunday to give everyone an equal opportunity to attend. Join us for coffee on May 1st at the SW side Panera Bread at 3:00 pm. The April meeting will be cancelled. Last, our committee will be doing a donation drive again this year for students graduating out of the foster care system. We are going to try to focus on cleaning products and toiletries. Donations will be collected at the Hall and donated in June. Foundation 2 is also looking for people to help mentor these students on career options. Please consider reaching out to Claire Dieter at cdieter@foundation2.org if you are interested. It sounds like they are lacking volunteers in the trades.

ANNUAL FOSTER STUDENT DONATION DRIVE

APRIL & MAY 2022



The Women's Committee is doing a donation drive again for students graduating out of foster care. Often these kids have to start on their own with nothing so Foundation 2 accepts donations to help them out.

Bring any new cleaning product, sponge, brush, or toiletry item to the Local 405 hall to be donated in June.

If you would like to help guide youth in the program, they are looking for mentors for the Fostering Higher Education program.

Clare Dieter would love to hear from you
(cdieter@foundation2.org).

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 Residential Helpers, Iowa City Helpers, Unindentured Apprentices, Indentured Apprentices or Book 4's that have yet to join, some are those who have lost their membership for non-payment of dues. 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): 4 members

Arrears (1-day to 3 months late): 69 Members

Contractor	Arrears/Delinquent	Non-Members Working	Total Number of Employees
A&B Electric	1	2	8
Acme Electric	10	12	95
Baker Electric	1	0	1
Baker Group	1	4	11
BIS Industrial	1	4	27
CI3	0	2	12
CORD Electric	0	1	2
Dependable	0	0	3
ESCO Electric	6	14	142
Gerard Electric	3	10	28
Hawkeye Electric	8	44	107
Justice Electric	1	3	14
Munson Electric	3	12	129
Nelson Electric	3	26	53
Paulson Electric	1	8	30
PEC	0	1	3
Premier Electric	0	2	14
SE Electric	0	0	5
Shay Electric	0	2	5
Streff Electric	1	3	18
Tech Solutions	3	4	9
Trey Electric	3	8	21
Tri-City Electric	9	11	38
Not on referral	19		

BENEFIT COMMUNICATIONS

IBEW Local 405:

Cedar Rapids Office Phone:

(319) 396-8241

Cedar Rapids Office Fax:

(319) 396-3083

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

Devlin: Ext. 1208 For:
COBRA Coverage

Jacey: Ext. 1220 For:
Short Term Disability

Jordan: Ext. 1299 For:
Vision Claims &
Prescription Safety Glasses

Mercy EAP:

(319) 398-6694

Milliman:

(866) 767-1212

Wellmark

Health/Prescriptions:

Customer Service:

(800) 524-9242

Group #: 56700

Delta Dental of Iowa

(800) 544-0718

Group #: 92485

Health & Welfare Total Hours Worked

Work Month	2020	2021	Difference
January	159,629	132,431	(27,198)
February	142,652	123,995	(18,656)
March	142,982	114,303	(28,678)
April	117,460	154,489	37,029
May	145,573	137,399	(8,173)
June	128,458	135,058	6,608
July	157,879	167,202	9,322
August	144,101	135,832	(8,268)
September	132,058	155,798	23,740
October	149,253	185,751	36,498
November	131,965	146,948	14,983
December	151,668	163,222	11,554
Total	1,703,674	1,752,434	48,760

Health & Welfare Balances

	H & W Balance	HRA Balance	Dollar Bank Balance	Months in Reserve
November 2021	\$20,630,764.66	\$6,545,434.80	\$1,234,607.59	12.9
December 2021	\$20,246,221.35	\$6,569,066.57	\$1,232,752.81	12.44
January 2022	\$19,291,081.93	\$6,569,066.57	\$1,232,752.81	11.5

Health Insurance

Health Insurance – At your fingertips.

Get easy, on-the-go access to tools, resources and insights that help you manage health care spending and live a healthier life with the Wellmark mobile app.

You might already know there are advantages to finding an in-network doctor – think of the cost-savings – but what if you don't know your network? There are a couple different ways to find your network:

1. Look at your ID card- Take a look at your Wellmark ID card. The name of your network can be found in the upper right-hand corner of your card.
2. Log in to myWellmark- For the most accurate information, register or log in to myWellmark. You'll find your personal network information by clicking on the Coverage tab and navigating to Plan Details. You can see your information anytime, anywhere by downloading the mobile app.

Accident Insurance

If you are interested in accident insurance that will pay above and beyond short-term disability, go to www.ibew405.org, click on the More tab and then click on Benefits. You can also reach out to the Hall for more information.



Mercy EAP

Whether at work or home. You may have a constant to-do list running in your head, which causes you to not be present or aware of your surroundings. Because of your need to complete all your tasks, it's difficult for you to focus on one thing at a time. Below are a few tips on how to become more mindful and not overload your mind.

1. Make a to-do list.

Instead of keeping track of everything you have to do each day, keep a to-do list either on paper or electronically. If you have a family and a job, consider making a home to-do list and a job to-do list, so you can focus on each area. Crossing off each project will make you feel accomplished without having to remember it all.

2. Put your phone down when at home.

Whether you're spending time with your family, friends or having some time for yourself, put the phone away. You can't be present with the ones you care about or fully relax by yourself if your attention is focused on your phone. By giving your children, spouse or friend's your full attention, you're strengthening your relationships, as well as being aware of what's going on in their lives and vice versa.

3. Write in a journal.

Expressing your thoughts on paper can help alleviate worries, doubts and stressors, as well as be a reminder about happy times in your life. Journaling can be used as a way to express your feelings— good or bad. You can look back on past entries to see what you were up to, as well as how far you've emotionally grown.

4. Take a day off from your responsibilities

If possible, take a day off from what's stressing you out — your job, your family or maybe a new home project. It's not wrong to take care of yourself. Self-care is just as important as taking care of your other responsibilities. You can spend your day doing your favorite hobby, such as gardening, riding your bike, catching up on your TV show. Or, do something you haven't had time to do like getting your hair done, shopping for new clothes or simply laying on your couch.

5. Volunteer for local organizations.

Whether it's for a homeless shelter, healthcare organization, humane society or whatever area interests you, volunteering can provide a perspective on something you hadn't thought of before. You may not realize how your community needs help, and it can make you feel good to give back to those who need it in your area.

If you feel overwhelmed or are constantly anxious, consider contacting an EAP provider at (319) 398-6694 to help you find coping mechanisms that work best for your lifestyle.

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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