



INTERNATIONAL BROTHERHOOD

of ELECTRICAL WORKERS LOCAL UNION # 405

**CEDAR RAPIDS/IOWA CITY
AUGUST 2022**

Announcements

IN THIS ISSUE

PG. 2

Calendar

PG. 3

Business Manager Report

PG. 4

Contract Topic of the Month

PG's. 5-6

Unit Communications

PG. 7

Membership Status

PG's. 8-11

Benefit Communications

RENEW Family Picnic

- Date: August 27, 2022
- Time: 11:00 am - 2:00 pm
- Where: Begley #1 Pavilion at Thomas Park in Marion

Duane Arnold Solar Public Hearing Dates:

BOARD OF SUPERVISORS: PUBLIC HEARING AND FIRST CONSIDERATION:

- Date: August 22, 2022
- Time: 6:00 pm
- Where: Palo Community Center | 2800 Hollenbeck Rd

BOARD OF SUPERVISORS: SECOND CONSIDERATION:

- Date: August 24, 2022
- Time: 6:00 pm
- Where: Palo Community Center | 2800 Hollenbeck Rd

BOARD OF SUPERVISORS: THIRD CONSIDERATION:

- Date: August 29, 2022
- Time: 6:00 pm
- Where: Palo Community Center | 2800 Hollenbeck Rd

AUGUST 2022

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3 Iowa City Unit Meeting 4:30 pm	4 RENEW Meeting 6:00 pm Iowa Women in the Trades 6:30 pm (Zoom)	5	6
7	8	9	10 E-Board Meeting 6:00 pm	11 Metro-Harley Bike Night	12	13
14	15 11th District Women's Committee Meeting 6:00 pm	16	17 General Meeting 6:00 pm	18 Retirees Luncheon	19	20
21	22 Solar Public Hearing #1 6:00 pm Palo	23	24 Local 405 Women's Committee 4:30 pm Solar Public Hearing #2 6:00 pm Palo	25	26	27 RENEW Family Picnic- Thomas Park
28	29 Solar Public Hearing #3 6:00 pm Palo	30	31			

BUSINESS MANAGER REPORT

Brothers and Sisters,

The Cedar Rapids Inside and the VDV contracts expire on November 30th of this year, and we will be entering negotiations in September. The Labor Management team would like feedback from the membership about the areas of the contracts that should be prioritized through the negotiation process. There are “asking” surveys on the “Calls” page of the website for each unit. Everyone is encouraged to attend the meetings to have these discussions and to complete the online survey to assist the negotiation committee with addressing the needs of our Local.

The Local is in the process of forming an IBEW 405 Veterans Committee and will be requesting a Certificate of Recognition from the International President. The purpose of this committee will be to mentor all veterans and bring veteran’s issues to the forefront of the IBEW. This committee will carry out the spirit of Brotherhood by aiding and assisting each other as necessary; and promoting the social, economic, health, and political welfare of its members. If you are a veteran and would like to be an active participant with this group, let us know and we will get you on the mailing list. The regular meetings for this committee will be the 2nd Tuesday of every month, with the first one scheduled for September 13th at 6:30 pm.

The Linn County Board of Supervisors will be holding three public hearings for the DAEC Solar Project at the end of August to determine if they are going to approve the permit for the project. This step of the process is for Phase 1 and Phase 2, with the expectation that the application for Phase 3 and Phase 4 will be submitted to the county next spring. NextEra has communicated that the land for all phases has been acquired and their schedule is to start in the spring of 2023 and to be completed in December 2025. As we have said before, the developers have committed to using all Union labor on this project and now it is our time to commit to them by showing up at these meetings to support the project and help secure three years’ worth of work for our members.

Labor Day is just around the corner and after two years of a pandemic, the Hawkeye Area Labor Council Labor Day Picnic will be held on Monday, September 5th. We will be needing volunteers to help us grill the food for the event, it is anticipated that attendance will reach close to 2,000 people.

Remember to visit our website, www.ibew405.org for the latest updates about what’s going on in our Local and our volunteer opportunities.

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	Maximum Number of Apprentices/
1	3
2	3
3	3
4	6
5	6
6	6
7	9
8	9
9	9
10	12

VDV

Section 9.11.

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



Iowa City Inside

Section 5.12.

Each job site shall be allowed a ratio of 2 apprentice(s) for every 3 Journeyman Wiremen.

Number of Journeymen	Maximum Number of Apprentices/ Unindentured
1 to 3	2
4 to 6	4
7 to 9	6
Etc.	Etc.

Residential

Section 5.08.

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

Residential Helper MOU

Helpers will be counted as apprentices in the ratios as specified in the Cedar Rapids/ Iowa City Division, Iowa Chapter, NECA/ IBEW Local Union #405 Residential Construction Agreement.

COMMUNICATIONS

LOW VOLTAGE

We will be scheduling another VDV Unit Meeting to discuss negotiations. Watch your mail for a postcard with the upcoming date.

For those of you who may not have our contract memorized, there are a couple of issues that seem to be coming up that need to be clarified. As part of the statewide agreement, we do not work under a rolling 40-hr work week. This means if you are at 38hrs Friday when you leave, your Saturday hours will be OT no matter what. This also applies if you work a couple of hours late on a Wednesday. Those hours that are worked outside of your typical working hours are at time-and-a-half. Start and ending hours are defined in the contract unless your original call specifies something different. You can access the contract digitally at any time through the 405 website and the hall will always take your questions.

Camera Follow-up Topic: In a previous newsletter we covered a FCC ban on Hikivision cameras and devices of their parent company. The Secure Networks Act was passed last year to remove these devices and technology and now all segments of this law are in effect. It now covers Huawei Technologies Company, ZTE Corporation, Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, Dahua Technology Company, AO Kaspersky Lab, China Mobile International USA Inc., and China Telecom (Americas) Corp. due to security threats and human rights violations. Devices and licenses are no longer being approved within the United States. If you are still using these projects on your current jobs or are to be installed in the future, you may want to talk to your project manager to head off any additional supply chain issues.

Fraternally, Amanda Cooling

WOMEN'S COMMITTEE

The 11th District Women's Committee has officially moved our meetings to the 3rd Tuesday of the month. We were able to have 5 more locals join our calls in doing so. The committee will be planning our fall fundraiser next meeting and discuss the upcoming IBEW Women's Conference.

Book Club - Don't forget the first book being covered is Rage Becomes Her by Soraya Chemaly and is available on Audible. We have a couple of women interested in other locals and hope to start getting a date together in September.

Local 405: We will be moving our meeting time to better accommodate women who are in class. You can reach out to me at amandacooling611@gmail.com or send a message to the Ladies of the 405 Facebook page regarding start times. I am also open to hosting on the weekend since we all know how crazy weeknights get. If you have a woman on your crew that is not part of the Facebook group, please send her my way or tell her about the Facebook page. Thank you!

Fall is quickly approaching and we will be sponsoring a Breast Cancer Team again this year. To register with the 405 team, reach out to Nichole in the office and she will help you out. The walk/run will take place on October 9th and the run begins at 8am with the walk to follow. Families are welcome to participate.

Upcoming Meetings: Iowa Women in Trades - August 4th @ 6:30pm, 11th District IBEW Women's Meeting - August 15th @ 6pm, and Local 405 Meeting - August 24th @ 4:30pm.

Fraternally, Amanda Cooling

COMMUNICATIONS

IOWA CITY UNIT

The Iowa City Unit Meeting is Wednesday, August 3rd.

RENEW

RENEW is hosting a Solidarity Picnic on Saturday, August 27th at Thomas Park, in Marion. Bring the Family!

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!

Join the IBEW Local 405 Team at the Especially for You Race Against Breast Cancer!

We are excited to announce that IBEW Local 405 has a team in this year's Especially for You Race Against Breast Cancer. The race this year will take place on Sunday, October 9th, at Mercy Medical Center on 10th Street SE. This is open to members and their families. Participants will get a free Especially for You long sleeve t-shirt, entry fees are already paid, and best of all, you don't even have to run, you can just walk! **The last day to sign up is September 1st.** To sign up, go to ibew405.org and click on the Especially For You tab, or call the Hall at (319) 396-8241. We will need participant names and t-shirt sizes.

This is a great way to support your community. The Especially for You Fund provides free mammograms, as well as breast-care and gynecological services to area individuals in need.



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): 7 members

Arrears (1-day to 3 months late): 79 Members

Contractor	Arrears/Delinquent	Non-Members Working	Total Number of Employees
A&B Electric	1	3	9
Acme Electric	10	14	102
Baker Electric	0	0	1
Baker Group	1	3	16
BIS Industrial	0	3	27
CI3	1	2	12
CORD Electric	0	1	2
Dependable	0	0	3
ESCO Electric	8	13	135
Gerard Electric	4	12	31
Hawkeye Electric	7	61	124
Justice Electric	1	4	16
Munson Electric	8	6	99
Nelson Electric	4	20	52
Paulson Electric	4	5	31
PEC	0	0	2
Premier Electric	3	2	15
SE Electric	1	0	5
Shay Electric	0	2	5
Streff Electric	2	5	19
Tech Solutions	0	3	7
Trey Electric	3	12	26
Tri-City Electric	6	14	46
Not on referral	22		
Total	86	185	785

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

Devin: 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	2021	2022	Difference
January	132,431	126,672.13	(5,759.47)
February	123,995	167,035.17	43,039.62
March	114,303	159,739.22	45,435.72
April	154,489	173,953.49	19,464.04
May	137,399		
June	135,058		
July	167,202		
August	135,832		
September	155,798		
October	185,751		
November	146,948		
December	163,222		
Total	1,752,434	627,400.01	102,179.91

Health & Welfare Balances

	H & W Balance	HRA Balance	Dollar Bank Balance	Months in Reserve
March 2022	\$19,004,709.00	\$6,629,243.13	\$1,226,150.03	11.15
April 2022	\$18,535,894.48	\$6,609,798.65	\$1,220,692.90	10.7
May 2022	\$18,727,213.02	\$6,593,585.25	\$1,214,430.08	11.1

Dues Increase January 1, 2022

	Dues Total	Per Capita	PBF	Local 405	Per Cap Increase	PBF Increase
Current (per month)	\$40.00	\$20.00	\$19.00	\$1.00		
January 1, 2023 (per month)	\$44.00	\$22.00	\$21.00	\$1.00	\$2.00	\$2.00

The PBF Pension 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 full year of continuous ‘A’ membership earned in and after 2023.**

Mercy EAP: Improve Your Quality of Sleep with 4 Simple Tips

According to the National Sleep Foundation, 60 % of Americans struggle to sleep well. A body deprived of sufficient, quality sleep is more likely to have troubles with obesity, heart disease, high blood pressure, diabetes, lowered immunity, neurological problems, and an overall reduced quality of life.

There are many reasons we get poor sleep– a restless sleeping partner, pain, discomfort, stress, etc.– but there are way to fight back. You can easily improve your quality of sleep with four simple tips:

Consciously Consume

Stimulants like caffeine should be avoided before bedtime for obvious reasons, but consider restricting caffeine to the morning hours or removing it from your routine altogether if you have severe difficulty falling asleep. Generally, it should be avoided for at least four to six hours before bedtime. Food and drink should not be consumed right before bedtime, either. Your body needs to metabolize the fuel, so if you eat right before bedtime, your body will be busy metabolizing while your mind is trying to snooze.

Be Consistent

Staying on a regular sleeping and waking schedule will help your body develop its “natural clock”, or circadian rhythm. This will make going to sleep on time and waking up refreshed easy and doable. Even if your routine changes day –to–day, try to keep your sleep schedule consistent. If you wake up at 7 am on days you work, try to wake up at 7 am on days you don’t work. Your body will appreciate the consistency!

Turn it Off

Dark, calm environments help us relax, so using a smartphone, tablet, computer or TV before sleep is ill-advised. Most of these electronics emit short-wavelength bluish light that can disrupt our bodies’ natural clocks by postponing our instinctual reactions to darkness and therefore the release of the hormone melatonin that helps us fall asleep.

Get Moving

Stress is the number one cause of short-term sleeping difficulties. Because studies show that exercise reduces stress, exercise is linked to better sleep. You shouldn’t exercise too close to bedtime, however, because exercise can also make you more alert and speed metabolism. Experts recommend exercising at least three hours before bedtime.



LOCAL UNION COMMUNITY CHARITIES



Did you know?



If every union member in the area donated \$1 per week to Local Union Community Charities, we could put Hundreds of Thousands of dollars back into the community. Your peers and fellow union members from across the area will determine what the greatest needs in your area are and put your dollars to work there.

With numerous ways to donate that takes no time at all, please consider donating \$1 per week or more, if possible, and make our community a better place to live for all. Collectively we can make a difference by assuring our dollars are going back into our communities where needed. To learn more, scan the QR code or visit our website at www.lucciowa.org.

HOW TO DONATE



<https://www.lucciowa.org/how-to-donate>



HAPPY
LABOR DAY

Join the Iowa Labor History Society
in celebrating labor's hard
work with community and a
FREE Movie

Saturday, September 3rd at 7:45PM

FilmScene in the Park: Southeast corner of E. Washington and S. Gilbert

Norma Rae (1979), starring Sally Field, is a film about a textile factory worker who inspires workers to take action after the health of workers is put at risk due to poor working conditions.



LiUNA!

Feel the Power

Iowa Labor History Society



IOWA

Labor Center



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