



# IBEW 405

**CEDAR RAPIDS/ IOWA CITY**

**DECEMBER 2020**

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## Service Pin Awards

You will find the list of this year's recipients of service pins on the website ([www.ibew405.org](http://www.ibew405.org)). If you are on the list for a 2020 service pin, contact the Hall to make arrangements to get your award.

**Congrats to the milestone recipients:**

**50-year: Ed Gibbs, Bob Lane, Ron Olson, Burdette Voss and Joe Zoll.**

**55-year: Gerald Gerard and Bob Novak.**

**60-year: Lester Benesh, Donald Lewis and William Schriever.**

# December 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3 RENEW Meeting 6:30 pm	4	5 RENEW Volunteer Day 9:00 am Seminole Valley Farms
6	7	8	9 E-Board Meeting 6:00 pm	10	11	12
13	14	15	16 General Meeting 6:00 pm	17 Retirees Social Club	18	19
20	21 Local 405 Women's Group Meeting 5:30 pm	22	23	24	25 Christmas Day (Holiday)	26
27	28	29	30	31		

## BUSINESS AGENTS REPORT

Brothers and Sisters,

Many members have had some questions and concerns regarding our hiring of an additional assistant and the process surrounding our hiring of an organizer. It was our intention to welcome discussion on the floor of the next general meeting to help alleviate any concerns. As that is obviously not now possible, we will do our best in this space to explain how this transpired. It has always been one of the stated goals of this administration to place a much larger emphasis on our local's presence in Iowa City. Please read what Brother Matt Resor has to say in this newsletter regarding how we plan to accomplish this. Simply stated, our goal is to erase the division in this local along county lines, and to eventually reach the point when the membership is working under a single collectively bargained agreement, not by making sacrifices in our Cedar Rapids agreement, but by making progress in our Iowa City agreement, by making gains in Iowa City itself, to the point that our contractors will have no choice but to hire wiremen under the agreement they deserve.

It became clear during our interviews for the organizing position that these goals could never be accomplished by a single organizer. It is the goal of this administration for all staff to spend the amount of time in Iowa City that it deserves. That being said, our initial plan was for the organizer to function as a de facto assistant for Iowa City. However, it quickly became obvious that this is not possible. It's simply unreasonable to place these demands on an organizer, whose first job is organizing, in all six counties. In point of fact, the IBEW explicitly states that the organizer's only job is to organize. It became very apparent that in order to accomplish our goals, a second assistant was necessary. This decision was made in the midst of our interview process, somewhat complicating matters. Based upon our interview with Brother Matt Resor, who believed he was interviewing for the organizer position, we decided he would be the ideal candidate to step in and fill the role we had in mind. At that point, it became abundantly clear that Brother Chad Champion would be an ideal choice to resume his role as organizer, as his experience in organizing and his familiarity with the Iowa City area became immediately invaluable.

It was never the intention of this administration to be misleading in any way. When we began interviewing for the organizer position, that is all we were doing. We were open and honest with the candidates, and seriously and fairly considered all of them. At no point did we have a candidate already chosen for any position, in fact when we began we didn't realize that Brothers Champion and Resor even intended to apply, and once they did, no decision was made until after the interviews were finished.

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# BUSINESS AGENTS REPORT

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On a personal note, Junior involved myself in the process because he wants an administration that works well with one another, a cohesive unit. To that end, my opinion mattered. However, Matt was not hired because he's my friend, it simply happened that the best person for the job is a great friend of mine and brother of ours.

This administration will always welcome any and all criticism, any thoughts, feelings, or opinions our members have. We want to hear from you. Always. Iron sharpens iron, as they say, and I believe the only way forward is together.

In Solidarity,

Brother Chad Andrews

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Brothers and Sisters:

For those who do not know me, my name is Matt Resor. I was indentured as an Iowa City apprentice in the spring of 2002 and turned out in the spring of 2008. Right out of my time I was appointed Steward at Quaker Oats and later at Prairie Creek Power House during the flood recovery work. I served one term on Executive Board from 2014-2017. I have been on two Iowa City negotiation committees and I have been on labor management for the last 5 years. I have also been on the JATC committee for the last 5 years. Throughout my career I have been active in labor protests along with volunteering for charity work and local functions.

The purpose of adding an assistant is to better accomplish our goals by operating a fully functional and staffed office in Iowa City, to fully embrace membership development with our brothers and sisters by visiting jobsites and maintaining positive communication, to maintain thorough and focused organizing efforts and by assisting our local contractors in pursuing any and all electrical work in Local 405. Our goal is to better serve our members of all six counties of our jurisdiction. We understand that this hasn't been done in a while. That being said we are confident that this is a service to our membership that is needed and will enable us to make a difference in your daily lives for the better.

Fraternally Yours,

Brother Matt Resor

# Contract Topic of the month: Overtime & Holidays

**If payday falls on a Holiday you shall get your check before the end of the working day the day before the Holiday.**

## **Cedar Rapids, Iowa City & Residential Inside Agreements**

In the event that it is decided by the Labor/Management Committee that an employee is not paid timely according to this Agreement the employee shall be paid an additional five percent (5%) of the gross amount owed per calendar day until proper payment is made. In the event the Labor/Management Committee cannot come to a resolution, then they shall follow the procedures laid out in Article I, Section 1.08. Penalties do not apply in the instance of bank error.

### **VDV**

#### **Section 3.10**

All work performed outside of the stated hours and on Saturdays will be paid at time and one-half of the regular straight-time rate. All work performed on Sundays and the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, or days celebrated as such, shall be paid at double the straight-time rate of pay. Holidays occurring on Saturday shall be celebrated on Friday. Holidays occurring on Sunday shall be celebrated on Monday. All work performed after twelve (12) consecutive hours worked, will be paid at double the regular straight-time rate.

## **Cedar Rapids Inside & Iowa City Inside**

**Section 3.02.** All overtime between midnight and the regular starting time to be paid at time and one-half. Sundays and emergency calls that are within the eight (8) hour period prior to the regular starting time and the following holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day, and Christmas Day, or days celebrated as such, shall be paid for at double the regular straight time rate of pay. The Friday following Thanksgiving Day, falling on Thursday, shall also be observed as a holiday. In the event any of the above holidays occur on Sunday, the following Monday shall be observed as the holiday. Holidays falling on Saturday shall be celebrated on Friday.

## **Residential**

**Section 3.03.** All work performed between 12:00 midnight and the regularly established starting time and work on Sundays and the following holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Armistice Day, Thanksgiving Day, and Christmas Day, or days celebrated as such, shall be paid for double the regular straight time rate of pay. The Friday following Thanksgiving Day shall also be observed as a holiday. In the event any of the above holidays occur on Sunday, the following Monday shall be observed as the holiday. Holidays falling on Saturday shall be celebrated on Friday.

# COMMUNICATIONS

## E-BOARD

The 405 Executive Board would like to encourage everyone to continue the annual tradition of giving through the Four Oaks Giving Tree housed in the Union Hall Lobby. This tree helps to give basic necessities to those most in need in our community. The LLMCC recently donated a large sum to help with the Four Oaks fund drive, so the Executive Board has decided to add a new donation to our annual roster of holiday donations in place of the usual Four Oaks donation. In addition to U of I Stead Family Foundation, Heart of Iowa, Mission of Hope, Community Health Free Clinic, Jane Boyd Community Center, Camp Wapsi Y and Camp Courageous of Iowa, the Executive Board's recommendation was for an additional gift to Green Square Meals. Please keep the Four Oaks Giving Tree in mind this year and consider purchasing the items from a tag or two by stopping by the Hall to pick them out yourself or calling the Hall to have them make a selection for you.

## IOWA CITY UNIT

The \$1.25 raise was allocated to the check by the Executive Board. Once an in-person meeting can be safely attended, we will re-schedule to allow the Membership to allocate as they prefer.

## VDV UNIT

The \$1.00 raise was allocated to the check by the Executive Board. Once an in-person meeting can be safely attended, we will re-schedule to allow the Membership to allocate as they prefer.

## RENEW

The monthly RENEW meetings are held the first Thursday of every month at 6:30 pm.

**Volunteer Opportunity:** We will be doing some volunteer work at the Seminole Valley Farm Museum on Saturday, December 5th at 9:00 am. Prior to COVID-19, the "Old Farts" had roughed in the electrical for the restoration of a house that was built in 1900. Since then, other volunteers have installed sheetrock and several rooms are ready for ceiling lights, switches and outlets. If you are interested in helping out, contact the Hall for more information.

## WOMEN'S CONFERENCE

During the IBEW Women's conference, they presented us with IBEW Strong, a program to promote diversity, equity and inclusion. Its vision statement is that IBEW will be a union that welcomes, supports and encourages diversity in our membership and leadership. They have created materials to help accomplish this goal and I look forward to bringing it to our local. Please let me know if you have any interest in this or about the Electrical Workers Minority Caucus.

**\*\*The December Meeting has been canceled.\*\***

## 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](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

### **Mercy EAP:**

(319) 398-6694

### **Milliman:**

(866) 767-1212

### **Express Scripts:**

Prescription Coverage:

(855) 849-6653

### **Wellmark:**

Customer Service:

(800) 524-9242

Group #: 56700

### **Delta Dental of Iowa**

(800) 544-0718

Group #: 92485

### **Health & Welfare**

The hourly contribution for our H&W has not changed since 2014, at which time we added \$1.00/hour. Contribution rates across the industry have risen by 2.22% per year on average over the last 10 years where our actual cost is running at 1.05% of Contribution Rate and 98.7% of Projected Cost. Our projected cost for 2021, based on an 8% trend rate applied to the current cost through the 3<sup>rd</sup> quarter of 2020, is at \$7.10 - \$7.45 per hour (we are currently at \$6.60/hour). The trustees have decided that an increase of **\$0.40 per hour** would be sufficient for our fund. That increase will put our hourly contribution rate at **\$7.00 per hour**.

You should be receiving your annual enrollment information in your November Health & Welfare statement from Auxiant. You only need to fill out the plan election form if you want to change your plan. **If the form is not completed and returned by December 9, 2020, you will continue to be enrolled in the same coverage option as 2020.**

Who wants a Scheels gift card?! Starting in January 2021, if you and/or your spouse has a routine annual physical exam conducted, you will earn a \$50.00 Scheels gift card. The Cedar Rapids Electrical Workers Local 405 Health & Welfare fund pays 100% for preventive care, which includes one routine annual physical exam per Plan Year. So schedule your exam today!



## **Late Dues List**

### **WHY IT'S IMPORTANT TO PAY DUES ON TIME.**

**We all swore an oath to the IBEW Constitution. Here is what the Constitution says:**

#### **ARTICLE XXI MEMBERS IN ARREARS**

**Sec. 1. No member is entitled to notice of the monthly or quarterly dues of his L.U., nor of arrearages, but MUST take notice when payments are due.**

**Sec. 2. When a member's working card has expired, he at once, without notice, stands suspended from all L.U. benefits.**

Members in arrears as of November 23, 2020: 56

Delinquent Members as of November 23, 2020: 20

If you have a hard time remembering to pay your dues or budgeting for it, there are several options for you. One option is to set up an automatic bank draft with your bank through their bill pay system. You can set it up to pay monthly, quarterly, semi-annually or annually. Another option you have is to stop by the Hall and set up an automatic credit card or debit card payment to happen as often as you wish.

## **Retirees Social Club**

The IBEW Local 405 Retirees Social Club will be having their regularly scheduled luncheon in December. The Retirees Social Club always meets every third Thursday of the month for their monthly Retirees Luncheon, unless otherwise noted.

In December, they will be meeting at Union Station Sports Bar & Grill, they are open for business, and they are located at 1724 16th Ave SW in Cedar Rapids. So stop by for some lunch, we sure would love to see you there!

Look for us on:

Twitter- @405Ibew

Facebook- Electricians of the 319

Web- [www.ibew405.org](http://www.ibew405.org)

Merchandise is available at the Hall.

View the webpage for updated pictures of  
available items.



# COVID-19 Response: When to Quarantine

## For Business, Education, and Child Care Settings


For non-healthcare, non-residential settings, quarantine is no longer recommended if a potential exposure occurs while both the infectious individual and the close contacts are wearing face coverings consistently and correctly.

- In all scenarios below, an individual is considered a **close contact** when they have been within **6 feet of the COVID-19 positive individual for 15 minutes**.
- Individuals who are a **close contact due to exposure to a household member are required to quarantine for at least 14 days**. Quarantine is used to keep someone who might have been exposed to COVID-19 away from others.
- **Individuals who have COVID-19 must isolate for at least 10 days**. Isolation keeps someone who is infected with the virus away from others, even in their home.
- Acceptable face coverings are described in CDC guidance available at: <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings.html>

### Everyone Masked


When a masked individual tests positive and close contacts were wearing masks...

**ISOLATE**



**COVID Positive**

**SELF-MONITOR**

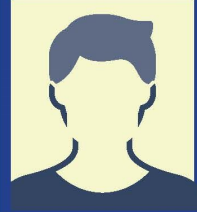


**Close Contacts**

### Close Contacts Masked


When an unmasked individual tests positive and close contacts were wearing masks...

**ISOLATE**



**COVID Positive**

**QUARANTINE**




**Close Contacts**

### Some Close Contacts Masked


When a masked individual tests positive and **SOME** close contacts were wearing masks...

**ISOLATE**




**COVID Positive**

**QUARANTINE**



**Close Contacts**

**SELF-MONITOR**




**Close Contacts**

### No One Masked


When an unmasked individual tests positive and close contacts were **NOT** wearing masks...

**ISOLATE**



**COVID Positive**

**QUARANTINE**



**Close Contacts**

**IBEW Local 405**

**1211 Wiley Blvd, SW**

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**Non-Profit Organization**

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