



IBEW 405

CEDAR RAPIDS/ IOWA CITY

DECEMBER 2021

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The IBEW Local 405 Holiday Party is on Saturday, December 11th. Please call the Hall at (319) 396-8241 or email nclark@ibew405.org to RSVP as soon as possible. We hope to see you there!

We are once again helping Four Oaks with their giving tree. There is more information on page 3, but below you will find the list of needs for each age group.

Newborn – 4 Years Old

Developmental Toys
Clothing Outfits & shoes
Dolls or Stuffed animals

Age appropriate books
Building Blocks
Diapers/Wipes

5 - 11 Years Old

Art Kits
Puzzles & Games
LEGO Sets
Dolls (Including Barbie)
Easy-Reader Books,
small chapter books
Sports balls (Baseball & Glove, Football, etc.)

Sensory Toy Kit
Weighted Lap Blanket
Throw Blanket or sleeping bag
with pillow
Hair care products for all hair
textures

12 - 18 Years Old

Art Kits
Tie Dye T-shirt kits
(Adult sizes S-XL)
Puzzles & Games
Lego Sets
Bags/Purses/Overnight or
Travel Bags
Books
Journals & Pens
Lanyard w/ID holder
Earbuds & MP3 Player or
Wireless Speaker

Wearable Blanket/Fuzzy socks
Personal Hygiene Products,
Haircut Gift Certificates
(for a chain)
Hair care products for all hair
textures
M - XL Hoodie
Sensory Toy Kit
Weighted Lap Blanket
Sports balls (Baseball & Glove,
Soccer ball, Basketball, etc.)

December 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 Iowa City Unit Meeting 4:30 pm	2 RENEW Meeting 6:00 pm Iowa Women in the Trades 6:30 pm (Zoom)	3	4
5	6	7	8 E-Board Meeting 6:00 pm 11th District Women's Committee Meeting 6:00 pm	9	10	11 IBEW Local 405 Holiday Party
12	13	14	15 General Meeting 6:00 pm	16 Retirees Luncheon	17	18
19	20	21	22 405 Women's Committee Meeting	23	24 Christmas Holiday Observed	25 Christmas
26	27	28	29	30 Retirees Newsletter	31 New Year's Day Holiday Observed	

BUSINESS MANAGER REPORT

Brothers and Sisters,

On Saturday, December 11th, we will be having our 110th Holiday Party, it has been two years since we have been able to host this event. We ask that you RSVP for this event and if you are working with a travelling Brother/Sister, be sure to let them know that they are welcome to attend.

As we have done in the past, we are asking our members to help by purchasing gifts for kids at Four Oaks. If you would like to participate, we would need you to drop off the unwrapped gifts, up to \$25.00 each, at the Hall, the week of December 6th through 10th. They currently have 167 kids, ages 1-18 years old that might not get gifts this year. There is a list of gift ideas on the front page of this newsletter and on the IBEW Local 405 website.

CIPCO/Clēnera have filed for permits with the Iowa Utilities Board and the Linn County Supervisors for their solar project in Coggon. Through Building Trades, we have met with management for both companies and came out with the realization that they are not interested in utilizing local or Union Labor on their project. Their plan is to do exactly what they did in Wapello County last year, utilized temp agencies and non-union contractors to perform the work. Throughout the process of board meetings and public meetings, we will be attending to vocally oppose the permitting of this project in hopes that we can secure the work for our members.

Alliant Energy has announced plans to purchase 200 MW of solar and 75 MW of battery storage from NextEra post-construction, this is Phase I and II of the Duane Arnold Solar Project. NextEra has filed for permits with the Iowa Utilities Board, the first informational meeting for this project will be Tuesday, December 14th at Hawkeye Downs Expo Center at 6:00 pm. NextEra has worked with us at Building Trades as they prepared to file for permits. We have assisted them with scrubbing their list of general contractors that have not worked with Unions and they have verbally committed to utilizing Union Trades on the project. As these meetings are scheduled, it is important that we attend them in numbers to show support for the project to assure that the permits are approved. Also, below and on our website is a link to a NextEra support letter form. With this form, Linn County Board of Supervisors and Iowa Utilities Board Members are identified recipients and the subject line identifies the project by name and docket filing with the IUB. All you need to do is add your own words of support. The more letters we send the bigger the message.

Support Letter Link: <https://www.nexteraenergyresources.com/duane-arnold-solar/support-letter.html>

In Solidarity,

Junior Luensman

Contract Topic of The Month

Cedar Rapids Inside Agreement

Section 5.12. Each job site shall be allowed a ratio of 3 apprentice(s) for every 3 Journeymen Wiremen (man), or fraction thereof.

Number of Journeymen	Max. No. of Apprentices/Unindentured
1	3
2	3
3	3
4	6
5	6
6	6
7	9
8	9
9	9
10	12

Iowa City Inside Agreement

Section 5.12. Each job site shall be allowed a ratio of 2 apprentice(s) for every 3 Journeymen Wiremen.

Number of Journeymen	Max. No. 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.

VDV

Section 9.11. The allowable ration shall be one to one (1 to 1) for apprentices to technicians.

COMMUNICATIONS

IOWA CITY UNIT

The Iowa City Unit Meeting will be on Wednesday, December 1st at 4:30 pm. A new 2-year contract was ratified in November with a raises going into effect December 1, 2021 and December 1, 2022 for \$1.90 and \$1.80, respectively.

VDV UNIT

BICSI has issued an alert regarding the company Certification Forest. This company is offering to help people get their RCDD credentials by having someone take the exam for you. BICSI has flagged this company and anyone associated with it through social media outlets and will not be allowing those people to test. They are asking anyone that is being solicited for this service to report the solicitation directly to their local police or anti-fraud agency. Anyone who wishes to alert BICSI to a possible scam involving the use of BICSI's name or credentials can email bicsi@bicsi.org

BICSI accredited courses: Wi-Fi 6E: It's Here, but what is it all about? Will be on December 2nd at 12:00 pm for an hour online through Cable Installation & Maintenance. Anixter offers a selection of on-demand classes for free (just make a log in account), including Collaboration and Conferencing Solutions, Sound and Paging Solutions and Fiber Cabling Design.

WOMEN'S COMMITTEE

We will be selling our raffle tickets for the 11th District Women's Committee fundraiser through December 29th. You can find descriptions and pictures of the packages at ibew405.org/raffle and tickets can be purchased through the Hall or Amanda Cooling. Packs #1-20 are \$20.00 and the Collector Packs are #21 and #22 are \$40.00, which will include several challenge coins and specialized items. Proceeds are going to Gateway To Hope, which helps breast cancer patients with their financial burdens from bills to transport to appointments.

Iowa Women in the Trades will be hosting a Women Leadership Summit on March 12th in Iowa City. The Labor Center is looking for topics of interest, so please be sure to reach out if there is something of interest to you.

Upcoming meetings: Iowa Women in the Trades - December 9th at 6:30 pm via Zoom (delayed meeting this month), 11th District IBEW Women's Committee - December 8th at 6:00 pm via Zoom, Local 405 Women's Committee - December 29th at 4:30 pm at the Hall with Zoom option.

RENEW

The Local 405 RENEW meeting is Thursday, December 2nd at 6:00 pm, at the Hall. We are going to nominate and vote-in new committee members at the January meeting. The Apprentice Poker Party has been approved, date TBD. The Blood Drive will be Saturday, February 26th.

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!

Members in Arrears

This list is provided to share the statistics of how many members are behind in a 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 who are working and have lost their membership for non-payment of dues or have yet to join our Local. 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. Feel free to reach out to us with any questions.

Delinquent Members (3 months plus 1 day late to 6 months late, owe \$30.00 reinstatement fee): 4 Members

Arrears (1-day to 3 months late): 62 Members

Contractor	Arrears/Delinquent	Non-Members Working
A&B Electric	0	2
Acme Electric	4	12
Baker Electric	0	0
Baker Group	1	5
BIS Industrial	1	2
CI3	1	2
Dependable	0	0
ESCO Electric	4	12
Gerard Electric	4	9
Hawkeye Electric	5	35
Justice Electric	2	4
Munson Electric	4	13
Nelson Electric	2	26
Paulson Electric	5	7
PEC	0	1
Premier Electric	1	1
SE Electric	0	0
Shay Electric	0	2
Streff Electric	0	4
Tech Solutions	1	4
Trey Electric	1	8
Tri-City Electric	6	12
Not on referral	20	

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

During the November Trustees meeting, our consultants presented us with cost and plan recommendations for 2022. The hourly contribution rate for 2021 increased \$0.40 per hour to a total of \$7.00 per hour. This was the first change since 2014, while the average for the industry has seen a 3% average per year increase each of the last 10-years. Our actual cost is currently running at 115% of the contribution rate. There are a number of factors that have contributed to the higher costs; a direct financial impact to the plan of \$367,009 from COVID-19 since the pandemic started, this year the fund paid 5 individual claims over \$100k and 3 over \$200k for a total of 1.5 million and paid claims were \$1.6 million more than last year (a 28% increase).

As of the end of September, the Fund has 13.61 months in reserves down from a year ago, 14.32), the ideal threshold for reserves is 12-months. The consultants recommended a contribution increase of \$1.75 per hour, but also presented some plan changes that would bring the costs down to avoid increasing the monthly premium. Historically, the consultants use a model that utilizes a market increase of around 8% and the Trustees typically settle around 3 - 5%. The Trustees determined that the best option would be to move forward with the plan changes in lieu of increasing the monthly premiums.

Changes to the Plan for 2022:

- Discontinue covering Tier 4 drugs, effective April 1, 2022
 - Savings impact of about \$0.10 per hour
- Increase of deductibles and out of pocket maximums, effective January 1, 2022
 - Orange Plan (\$500 deductible with \$1,000 maximum out of pocket)
 - Changes to \$1,000 deductible with \$2,000 maximum out of pocket)
 - Yellow Plan (\$1,500 deductible with \$3,000 maximum out of pocket)
 - Changes to \$2,000 deductible with \$4,000 maximum out of pocket
 - Savings impact of \$0.46 per hour

Projected savings impact with plan changes is \$0.56 per hour

IBEW Local 405

1211 Wiley Blvd, SW

Return Service Requested

Non-Profit Organization

U.S. Postage PAID

Permit Number 229

Cedar Rapids, Iowa

