



IBEW 405

CEDAR RAPIDS/ IOWA CITY

JANUARY 2021

IN THIS ISSUE

PG. 2

Calendar

PG. 3-4

Business Agents Reports

PG. 5

Contract Topic of the Month

PG.6

Unit Communications

PG.7-9

Benefit Communications

PG.9

Local Union News

WANTED



We are in the process of scheduling a Stewards training with the IBEW Education Dept. If you are interested in becoming a job/shop steward contact the hall to sign up for training. If you have already had the training, we encourage you to take it again as a refresher. If you are unsure and have questions, give us a call.

January 2021

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

BUSINESS MANAGERS REPORT

Brothers and Sisters,

Happy New Year! 2021 promises to be a better year than the previous. Together we will work on the best solutions to the challenges that we will be facing moving forward. Our administration will work hard to ensure that we remain committed to focusing on initiatives, in the coming months, including:

- Ensuring we continue to provide the best services to meet the needs of our existing members and to attract and engage new members across our Local.
- Training and appointment of Stewards at every shop/job, creating a valuable resource to the daily needs of our members. Also, ensuring that the contract is being adhered to by everyone.
- As the Vice President of the Cedar Rapids and Iowa City Building and Construction Trades Council, I will work with the other trade leaders to be proactive in our quest to increase union market share on projects in our jurisdiction.
- Increase the halls presence with frequent job site visits, with COVID restrictions this has been limited to date.

As this new year rolls on, we look forward to putting COVID behind us and getting to a point where we can resume conducting regular meetings and hosting social events. In the meantime, we are still at the mercy of the CDC guidelines. The Executive Board will monitor this and make decisions on a monthly basis until we can safely move forward as normal. Any changes will be posted on the website. Feel free to reach out to any of us at the hall with any questions or concerns.

In Solidarity,

Junior Luensman

BUSINESS AGENTS REPORT

We are now up and running at the Iowa City Office! Matt Resor and I will be taking turns manning the same office we've had since 2009, located at 105 Iowa Avenue. Now members will be able to pay dues, pick up a referral, sign the out-of-work-list, buy a shirt, and more at our location downtown. While we are trying to bring things up to speed, we will have the office open from 1-5 pm every Monday, Tuesday, Thursday, and Friday. If we get a good response and need to expand those hours, we will let everyone know. In addition, we'll be having our regularly scheduled Iowa City Unit meetings every month on the first Wednesday, starting February 3rd. We're above Iowa Book and Supply, across from the Old Capitol. You can call us at 319-519-6696. Or you can call the 405 Hall in Cedar Rapids to be put through.

Have a great New Year!

Chad Campion

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 December 18, 2020: 64

Delinquent Members as of December 18, 2020: 16

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.

Contract Topic of the month: Foreman Pay

Cedar Rapids & Iowa City Inside Agreements

Section 3.09. (a.) On all jobs requiring four (4) workmen, one journeyman wireman shall be appointed as foreman by the Employer and shall receive six percent (6%) per hour above the journeyman wireman's rate of pay. The maximum number of workmen that a foreman can supervise shall be ten (10) workmen. When there are four (4) foremen on a job, one foreman shall be designated as general foreman and shall receive twelve percent (12%) per hour above the journeyman wireman's rate of pay. Foremen are to accept orders only from general foremen or the Employer's representative, when general foremen are employed on a job. General foremen are allowed to work with the tools and run one project at a time. General foremen are not allowed to supervise a crew.

It is further agreed that no foreman shall have charge of more than one job

On jobs having a foreman, workmen are not to take directions or orders or accept the layout of any job from anyone except the foreman or the Employer's representative.

When two or more foremen are working on the same job, the Employer shall designate to the Business Manager of Local Union #405 the foreman in charge of this job.

(b.) Each Employer is allowed to appoint one (1) General Foreman per thirty employees (30) per shop, to be designated as the Employer's representative with this General Foreman being allowed to work with the tools. The Employers will notify the Local Union with the person's name designated by the Employer.

Residential Agreement

Section 3.09. On all jobs requiring three (3) Residential Wiremen, one (1) Residential Wireman shall be appointed as Foreman by the Employer, and shall receive 10% per hour above the Residential Wireman's rate of pay. The maximum number of workmen that a Foreman can supervise shall be eight (8) workmen.

When there are four (4) Foremen on a job, one Foreman shall be designated as General Foreman and shall receive 20% per hour above the Residential Wireman's rate of pay. Foremen are to accept orders only from General Foremen or the Employer's representative, when General Foremen are employed on a job. General Foremen are not to work with the tools or supervise a crew.

It is further agreed that Foreman shall have charge of more than one (1) job, when the job consists of eight (8) men or less.

On jobs having a Foreman, workmen are not to take directions or orders or accept the layout of any job from anyone except the Foreman or the Employer's representative.

When two or more Foremen are working on the same job, the Employer shall designate to the Business Manager of Local Union #405, the Foreman in charge of this job.

VDV Agreement

Section 3.03. FOREMAN LANGUAGE

When four (4) or more workmen are employed, the employer shall appoint 1 technician as foreman.

Addendum I – Wages

1.05 VDV CEDAR RAPIDS/IOWA CITY DIVISION/LOCAL UNION #405

The minimum hourly rate of wages shall be as follows:

CLASSIFICATION: EFFECTIVE DATE: 12/01/20 Foreman (\$1.10 OVER JT) \$31.98

COMMUNICATIONS

E-BOARD

The Executive Board has allocated the \$0.40 increase for the Health and Welfare Fund from the check for all units (Inside, VDV and Residential). This will go into effect January 1st. Congratulations to Noah Erickson, Adam Kraft and Jacob Wendling for becoming new members of IBEW Local 405 in December 2020.

IOWA CITY UNIT

The Iowa City Unit is now meeting on the first Wednesday of every month. The meeting scheduled for January 6th has been canceled. If all goes well, we will see you on February 3rd.

VDV UNIT

We are starting a new year and you need to think about your credentials. If you recently took classes in Des Moines, be sure to check your First Aid and CPR as it may have expired. You can call Nichole in the office about her next class and sign-up.

BICSI is an ongoing credential that you need to keep track of. Some BICSI credits can be found on manufacturer websites or even through the supply houses. You need 18 credits every three years. For third year apprentices, now is a good time to start studying for your BICSI test. This test will assume that you have retained everything you have learned so far and will build on it. It is not just an accumulation of what you have learned in the past three years. If you have a third year on your job site, be sure to reach out to them, remind them about the test, and help out with any questions they may have. These apprentices are our future. Premium benefit should now be in effect. Be sure to check your pay stubs. This was an item that was discussed in a pre-contract negotiations meeting and won. That being said, a new negotiation will be coming up soon. Please think of any issues you would like to address. You can send them to Junior now to discuss ideas or we will hopefully have a meeting in the near future to discuss topics, health conditions permitting.

RENEW

Due to COVID concerns, we were forced to postpone our commitment to help rewire the Seminole Valley Farm Museum on December 5th. Once restrictions are lifted and we can safely participate, we will decide on the date and time. An update will be posted on Facebook and the local website once it is decided.

WOMEN'S CONFERENCE

I'm doing a last call for the 11th District Women's Committee masks. The price for one is \$15.00 or two for \$25.00. The saying is Save the Tatas (with the breast cancer symbol) and the 11th District IBEW Bug. I will post a last reminder on the Facebook page with a picture as well.

I recently attended Sisters of the Roundtable series and was very impressed with the content. They covered topics based on working women through COVID, ending gender based violence, women confronting racism and anti-black racism and recovery for women through innovation and legislation. The moderators shared some good book resources for raising stronger women (especially for raising girls) as well as anti-racism and discrimination. I will be posting these links to the women's page.

Upcoming meetings: 11th District IBEW virtual (or call-in) meeting is Wednesday, January 6th at 6:00 pm. The Iowa Tradeswomen Network virtual (or call-in) meeting is on Thursday, January 7th at 6:30 pm. Assuming the January General Meeting is canceled due to COVID-19, I will be hosting a Ladies of the 405 Facebook meeting on January 28th at 6:00 pm, hopefully to set up plans for this year.

As we are heading into the dead of winter, please check on friends and family who aren't getting out much. With COVID-19 on top of normal holiday blues and being shut in-doors for the winter, mental health issues are on the rise. According to the CDC in a recent study from June this year, 40.9% of adults over 18 years old are reported to have at least one adverse mental health condition, including anxiety/depression, trauma-and-stressor related disorder related to COVID-19, started or increased substance abuse to cope. You never know when that call is a life line.

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

COVID-19 Vaccine Information

In accordance with the CARES Act, a waiver of **COVID-19 Vaccines and Vaccine Administration** cost-shares for your self-funded health plan members will be handled as follows:

NEW COVID-19 Vaccines and Vaccine

Administration. The federal government, through Operation Warp Speed, is working to distribute COVID-19 vaccines across the country as soon as they are authorized, starting in December. While the federal government intends to pay for the initial vaccination doses for all Americans (and providers cannot bill health plans for such doses), Wellmark's fully-insured health plans will pay for the administration of the COVID-19 vaccination at no cost-share to its members, consistent with the CARES Act. Once the federal government stops paying for COVID-19 vaccination doses, Wellmark's fully-insured health plans will also cover COVID-19 vaccination doses at no member cost-share as an ACA preventative service.

Members on IBEW #405 non-grandfathered plan will have no cost-share for either the vaccine dose or the vaccine administration. Going forward, COVID-19 vaccines will be treated as an ACA preventative service without cost-share, as required by the CARES Act.

1. COVID-19 tests and related services. Members have no cost-share for appropriate testing and related services to diagnose or detect COVID-19. This is required by the Families First Coronavirus Response Act (FFCRA) and the Coronavirus Aid, Relief, and Economic Security (CARES) Act and remains in place as long as we are in a public health emergency, as declared by the federal government.

Is it just a cold or the flu?

Plus, how to tell if it's symptoms of COVID

You're coughing, your nose is running and you have a sore throat. It's obvious you're coming down with something, but what is it? Is it the flu or just the common cold? And, now with the COVID-19 pandemic, you're probably also wondering if you've somehow caught the coronavirus.

Determine what's making you feel sick

While symptoms of a cold, the flu and COVID-19 can be similar, it's important to know the difference so you can understand your treatment options.

Cold vs. flu symptoms

Use this chart from the Centers for Disease Control (CDC) the next time you have cold and flu symptoms.

Signs and symptoms	Influenza	Cold
Symptom onset	Abrupt	Gradual
Fever	Common	Rare
Aches	Common	Slight
Chills	Fairly common	Uncommon
Fatigue, weakness	Common	Sometimes
Sneezing	Sometimes	Common
Stuffy nose	Sometimes	Common
Sore throat	Sometimes	Common
Chest discomfort, cough	Common	Mild to moderate
Headache	Common	Rare

With COVID-19, it's difficult to tell the difference

When it comes to symptoms of COVID-19, doctors say it's difficult to tell the difference between the coronavirus and a cold or the flu. That's because the symptoms of COVID can vary widely — from no symptoms at all to deadly pneumonia and organ failure.

While many of the symptoms of COVID and the flu are similar, they are caused by different viruses. According to the CDC, COVID-19 seems to spread more easily than the flu and cause more serious illness in some people. It may also take longer for people infected with the coronavirus to show symptoms, increasing the risk of spreading it to others. Plus, there's currently no vaccine for COVID-19.

Most people who experience symptoms of COVID-19, like fever or cough, can recover at home. Just stay away from other people as much as possible, monitor your symptoms, and stay in touch with your personal doctor — especially if you believe you've been exposed to the coronavirus. If this is the case, you may need a COVID test.

Continued on next page...

...Continued from previous page

If you have the cold or flu, what do you do?

Here are some tried and true ways to recover from a cold or the flu.

1. Get lots of rest

Stay home from work and stay as isolated as possible. Cozy up with your favorite blanket, your family pet, a good show on Netflix and try to catch some ZZZs!

2. Contact your doctor if things get worse

Whether you've come down with the cold or flu, contact your personal doctor's office if your symptoms start to worsen. And, while you're out — get some liquids and some hot, comforting chicken noodle soup.

3. Once you feel better, get back to your normal routine

Once your temperature is back to normal for at least 24 hours and you're feeling better, back to your normal routine can make you feel a little more like yourself. Just be sure that your fever is gone naturally. Don't rely on over-the-counter medicines to lower it, unless recommended by your personal doctor.

Retirees Social Club

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

In January, 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

Merchandise is available at the Hall.
View the webpage for updated pictures of
available items.

IBEW Local 405

1211 Wiley Blvd, SW

Return Service Requested

Non-Profit Organization

U.S. Postage PAID

