



# INTERNATIONAL BROTHERHOOD

## of ELECTRICAL WORKERS LOCAL UNION # 405

CEDAR RAPIDS/IOWA CITY  
JANUARY 2022

### IN THIS ISSUE

**PG. 2**

Calendar

**PG. 3**

Business Manager Report

**PG. 4**

Contract Topic of the Month

**PG. 5**

Unit Communications

**PG. 6**

Membership Status

**PG. 7**

Benefit Communications

Dues for 2022 will remain the same as last year, at \$40.00 per month, \$120.00 per quarter, \$240.00 for six months and \$480.00 per year.

As a reminder, please pay your dues on time, and help out your brothers and sisters by regularly checking dues receipts on the job, every month, at the beginning of the month. It is expected that everyone pays their dues on time, it has never been easier to do. One option is an automatic debit from your checking account, call the Hall and we can set that up over the phone.

#### **Save the Date:**

- Apprentice Poker Party:
  - Friday, February 4th
- Second Annual IBEW RENEW Blood Drive
  - Saturday, February 26th

# JANUARY 2022

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

# BUSINESS MANAGER REPORT

Brothers and Sisters,

As we begin the New Year, let's reflect back on 2021 to remind us that we always have something to look forward to. There were some highs and lows that created challenges for each of us in our personal lives and on the job, but every year has its challenges. The uncertainties that we faced with concerns about COVID have really changed how we navigate each day and how we interact with each other, but we've come through this past year as you would expect- strong, resilient, and full of momentum.

There has been no shortage of employment, and everything indicates that the work outlook moving forward is going to continue to stay busy, creating challenges to meet manpower needs. In the past few months, we have secured Project Labor Agreements for two proposed projects within our jurisdiction. NextEra Energy has contracted Cupertino Electric to be the EPC contractor for the Duane Arnold Solar Project and they have signed a Memorandum of Understanding stating that they will use Union labor on the project. The Cedar Rapids Development Group (CRDG0) along with Peninsula Pacific (P2E) are the developers for the casino project in Cedar Rapids, and they too have signed a Memorandum of Understanding stating that they will use Union labor on their project. These projects still need to get approvals from the State and County before they can be built, something that Local 405 is actively participating in to assure the passage of these permits. Both projects have opposition to them from some of our members, families and neighbors, which creates a division amongst our ranks. As a Local Union, one of our top priorities is securing work for our members and for our signatory contractors. In reality, we spend our careers working from one project to the next. If there isn't a project to go to after we finish one, then we lose our job, income, and benefit contributions until another one comes along. Because of our industrial rich jurisdiction and steady workload over the past two decades, some of our members haven't experienced these losses, but many have. Securing these projects will give our membership the best opportunity to stay home with their families while they earn a living, and it will strengthen all Unions in this area.

If we are successful at strengthening our Unions, we can continue to secure more work, creating a better standard of living for our membership. The credit for the successes of Local 405 belongs to a number of people; the retirees for your years of service and for paving the way for the next generation, all active members for your dedication to our craft and all elected officers and staff for their commitment to Local 405. It is clearly recognized and appreciated. We don't take that for granted. Have a safe and happy New Year!

In Solidarity,

Junior Luensman

# CONTRACT TOPIC OF THE MONTH

## CEDAR RAPIDS INSIDE:

General Foreman	112%	\$42.19
Foreman	106%	\$39.93
Journeyman Wireman		\$37.67
Apprentices:		
Unindentured	45%	\$16.95
Period 1-2	45%	\$16.95
Period 3-4	50%	\$18.84
Period 5-6	55%	\$20.72
Period 7-8	60%	\$22.60
Period 9-10	75%	\$28.25
Health & Welfare		\$7.00/hour (straight time)
Pension		\$8.50/hour (straight time)

## IOWA CITY INSIDE:

General Foreman	112%	\$35.47
Foreman	106%	\$33.57
Journeyman Wireman		\$31.67
Apprentices:		
Unindentured	45%	\$16.95
Period 1-2	45%	\$16.95
Period 3-4	50%	\$18.84
Period 5-6	55%	\$20.72
Period 7-8	60%	\$22.60
Period 9-10	75%	\$28.25
Health & Welfare		\$7.00/hour (straight time)
Pension		\$8.50/hour (straight time)

## VDV:

Foreman	\$1.10	\$32.58
Journeyman Technician		\$31.48
Installer		\$9.50
Apprentices (prior to 12/1/2019):		
Period 1	50%	\$15.74
Period 2	55%	\$17.31
Period 3	60%	\$18.89
Period 4	65%	\$20.46
Period 5	70%	\$22.04
Period 6	80%	\$25.18
Apprentices (after 12/1/2019):		
Period 1	50%	\$15.74
Period 2	60%	\$18.89
Period 3	70%	\$22.04
Period 4	80%	\$25.18
Health & Welfare		\$7.00/hour (straight time)
Pension		\$4.10/hour (straight time)

## RESIDENTIAL:

General Foreman	120%	\$31.80
Foreman	110%	\$29.15
Journeyman Wireman		\$26.76
Helper		\$10.00
Residential Trainees:		
1st 6 months	65%	\$17.39
2nd 6 months	65%	\$17.39
3rd 6 months	75%	\$20.07
4th 6 months	85%	\$22.75
Health & Welfare		\$7.00/hour (straight time)
Pension		\$5.50/hour (straight time)

# COMMUNICATIONS

## IOWA CITY UNIT

The Iowa City Unit Meeting will be on Wednesday, January 5th at 4:30 pm.

## VDV UNIT

The VDV Unit allocated \$1.00 to the check, effective December 1, 2021.

## WOMEN'S COMMITTEE

The 11th District Women's Committee Meeting is moving to the 2nd Tuesday of each month at 6:00 pm. Iowa Women in the Trades will be hosting a Leadership Conference on Saturday, March 12th. The time is tentatively set for 9:00 am to 3:00 pm, location details to follow.

Upcoming meetings: Iowa Women in the Trades - January 6th at 6:30 pm via Zoom (delayed meeting this month), 11th District IBEW Women's Committee - January 11th at 6:00 pm via Zoom, Local 405 Women's Committee - January 26th at 4:30 pm at the Hall with Zoom option.

## RENEW

The Annual Apprentice Poker Party is back! Join us at the Hall Friday, February 4th at 6:00 pm. No chili cook-off this year.

We are hosting another blood drive on Saturday, February 26th. It only takes about 30 minutes and saves lives. A sign-up link will be made available in early January.

## 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!

## JATC TRAINING CENTER NEWS

**\*\*JW classes are available!\*\*** At newsletter publication, classes are available on our website. Please visit [www.crejatc.org](http://www.crejatc.org) to register for classes available at the JATC Training Center.

Masks are currently required for attending JW classes!

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

# MEMBERS IN ARREARS

Delinquent Members (4-6 months late, owe \$30.00 reinstatement fee): 6 members

Arrears (1-day to 3 months late): 58 Members

<b>Contractor</b>	<b>Arrears/Delinquent</b>	<b>Non-Members Working</b>
A&B Electric	0	2
Acme Electric	2	15
Baker Electric	1	0
Baker Group	1	5
BIS Industrial	2	2
CI3	0	2
Dependable	0	0
ESCO Electric	5	12
Gerard Electric	5	10
Hawkeye Electric	7	43
Justice Electric	0	3
Munson Electric	6	13
Nelson Electric	2	26
Paulson Electric	3	7
PEC	0	1
Premier Electric	3	1
SE Electric	1	0
Shay Electric	0	2
Streff Electric	0	4
Tech Solutions	1	4
Trey Electric	3	8
Tri-City Electric	6	13
Not on referral	16	

# 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

## 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		
November	131,965		
December	151,668		
<b>Total</b>			<b>(14,274.94)</b>

## Health & Welfare Fund Balances

	H & W Balance	HRA Balance	Dollar Bank Balance	Months in Reserve
October 2021	\$20,881,383.66	\$6,436,804.37	\$1,235,879.69	13.2

**IBEW 405  
Employee Assistance  
Program (EAP)**

**What is EAP?**

- EAP is a benefit provided by your employer for you and your family
- It is designed to assist employees and their family members with problems that are affecting their personal lives and/or work performance
- Short term assessment and counseling
- Referral and follow-up services
- Workshops, presentations, trainings available

**How do I make an appointment?**

- Call (319) 398-6694 or (800) 383-6694
- Appointments are offered at 9 locations including our main office at 1340 Blairs Ferry Road, Hiawatha, Mercy Medical Center 4th floor and Mercy Care clinics– Marion, Monticello, Mount Vernon, North Liberty, Internist Associates of Iowa (by hospital), Prairie Creek and Vernon Village.

**Goals:**

- To provide counseling services to employees and their families
- To help identify problems and address problems early
- To help improve productivity and the quality of employees home and work life

**Confidentiality:**

- Only non-identifying, aggregate data is shared with employers (quarterly utilization reports)
- Mandatory referrals– more information will be shared with the employer including recommendations after first session, periodic updates on attendance, participation and progress towards treatment goals. Everything that is shared is session IS NOT share with your employer.

**Your EAP Benefits:**

- 8 FREE counseling sessions per family, per year
- 1/2 hour Legal consultation (by referral) each year (available in Cedar Rapids metro only)
- 1 hour Financial consultation (by referral) each year (available in Cedar Rapids metro only)
- Starts June 1st and runs through May 31st

**Areas that EAP can assist with:**

- No problem is too big or too small. Including stress, relationships, marriage, family, children, work issues, depression, anxiety, substance abuse, life transitions, grief, mental illness, social concerns, parenting skills and co-parenting

**Who are EAP Counselors?**

- Experienced, Licensed Mental Health Counselor and Social Workers, some Counselors have additional training in family counseling, play therapy, substance abuse, EMDR, etc.

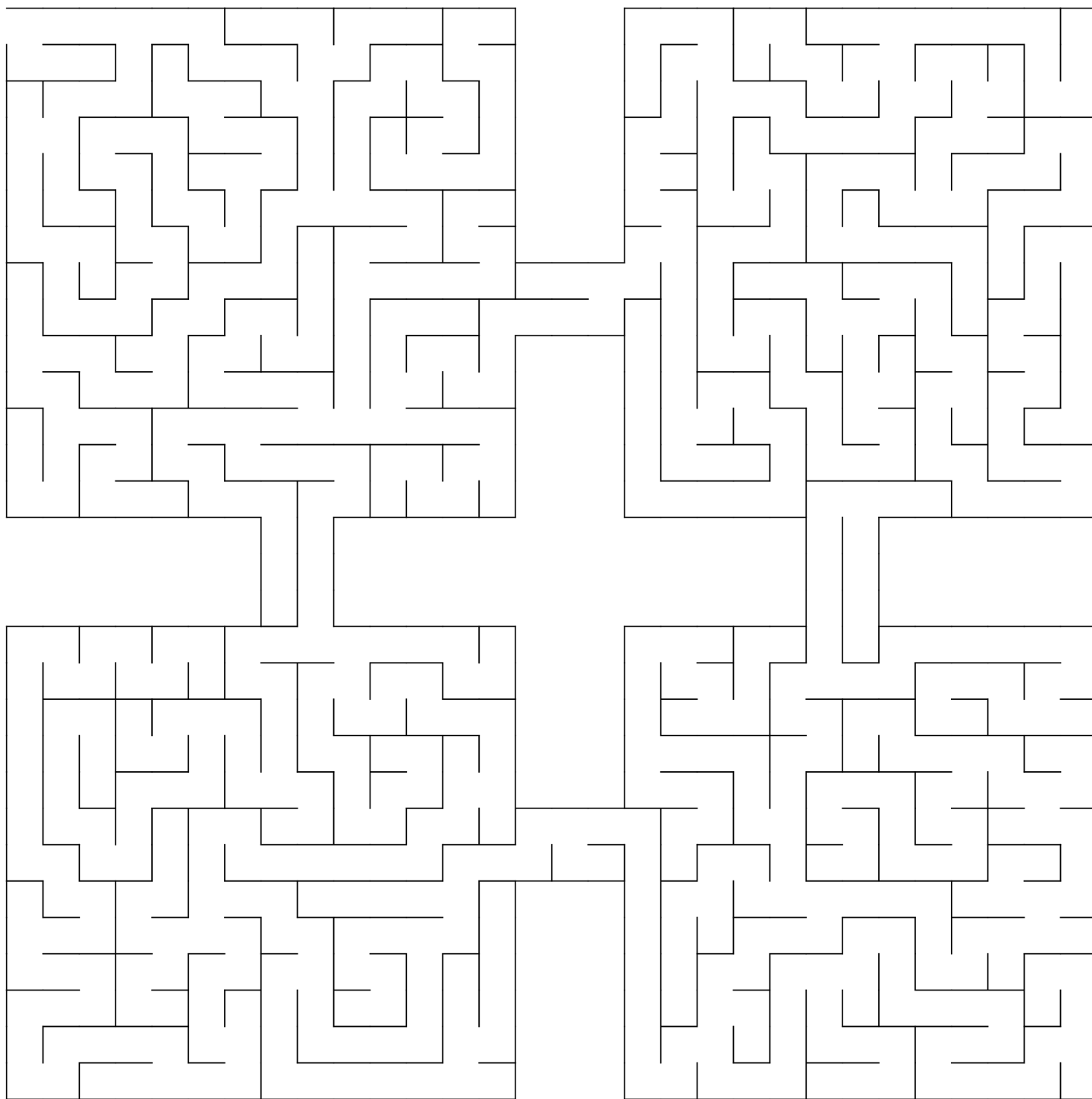
**How do I use EAP?**

- Voluntary: Employee seeks services on their own
- Suggested: Supervisor suggests that employee access EAP services due to a work or personal concern and is making a genuine effort to help the employee
- Mandatory: When performance problems are identified and/or a positive alcohol drug screen is obtained.

**For more information and on-line resources go to [www.mercycare.org/EAP](http://www.mercycare.org/EAP)**



# 4 ROOM MAZE



IBEW LOCAL 405  
1211 WILEY BLVD, SW  
CEDAR RAPIDS, IA 52404

RETURN SERVICE REQUESTED

NON-PROFIT ORGANIZATION  
U.S. POSTAGE PAID  
PERMIT NUMBER 229  
CEDAR RAPIDS, IOWA

