



INTERNATIONAL BROTHERHOOD

of ELECTRICAL WORKERS LOCAL UNION # 405

**CEDAR RAPIDS/IOWA CITY
JANUARY 2023**

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Announcements

- **Saturday, January 7th: Renew Blood Drive-** Must schedule online ahead of time. See RENEW article in the Communications section of this newsletter for more details.
- **Friday, February 3rd: Annual Apprentice Poker Party & Chili Cook-Off-** Doors open at 6:00pm, \$10.00 buy in for poker, food and drinks provided.
- **Thursday, January 19th: Stewards Meeting** at 4:30 pm.
- **Thursday, January 26th: Maintaining Good Public Sector Labor Relations-** This class is put on by the U of I Labor Center, will be held at the Hall from 5:00pm-7:00pm.
 - 2-hour workshop, free and open to local elected officials, union members, their families and friends. Participants will learn about Iowa Code Chapter 20, the law governing Iowa Public Sector Bargaining, and discuss:
 - What are public employers allowed to negotiate with the unions representing their employees?
 - When are public employers allowed to negotiate?
 - What rights do public employees have to persuade public employers to treat their employees fairly?
 - To register, contact Rick at rmoyle@hawkeyelaborcouncil.us, or call (319) 396-8461
- **Save the Date:** Service Pin Banquet for 2020, 2021 & 2022 recipients will be held on Friday, March 31st. Invites with details will be sent out in February.

JANUARY 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5 RENEW Meeting 6:00 pm Iowa Women in the Trades 6:30 pm (Zoom)	6	7 RENEW Blood Drive 8:00 - 11:00 (schedule online)
8	9	10 Veteran's Committee Meeting 6:30 pm	11 E-Board Meeting 6:00 pm	12	13	14
15	16	17 11th District Women's Committee Meeting 6:00 pm (Virtual)	18 General Meeting 6:00 pm	19 Retirees Luncheon Stewards Meeting 4:30 pm	20	21
22	23	24	25 CPR/First Aid Hands-on portion 5:00 pm Local 405 Women's Committee 6:15 pm	26 Maintaining Good Public Sector Labor Relations by U of I Labor Center 5:00 - 7:00pm at the Hall Women's Committee Book Club 6:30 pm	27	28
29	30	31 CPR/First Aid hands-on 5:00 pm				

BUSINESS MANAGER REPORT

Brothers and Sisters,

As we begin the New Year and progress into spring, it is anticipated that there will be no shortage of work for our members. There will be a few sizeable projects ramping up that have been sitting in limbo for the past several months and a considerable number of other projects starting in all corners of our jurisdiction. Along with securing work so that our members don't have to travel for a paycheck, there will be plenty of opportunities to organize new members from the non-union sector. Organizing is vital to our survival as an organization, increasing our membership leads to increased market share, more jobs, and a stronger Union. We need to continue to strengthen our solidarity and brotherhood to secure better benefits and wages in the future. If you know of any individuals who are electricians or want to become electricians, talk to them about the benefits of being Union and send them our way. One of our top priorities as Unions is to create a better standard of living for everyone.

The 2023 Legislative session begins on January 9th and Labor Unions, apprenticeship programs, education, and mental health are some of the key items that are under assault at the Capitol that we will be fighting to protect. We will keep the membership updated and educated about the legislative issues that we support and oppose. As we continue with the updates, we will ask that our membership help by contacting their elected officials to keep them focused on the issues that affect our families and our careers. Our political involvement as a Local and as individual members are key to our growth and strength as a Union.

One effect of the pandemic is that it has been three years since the Local last hosted a Service Pin Banquet. The IBEW 405 Women's Committee is in the process of finalizing the details of the upcoming banquet. We are breaking with the tradition of having the event in October/November in an attempt to move it away from the busy Holiday schedule. Everyone that reached one of the milestone years in 2020, 2021, and 2022 will be invited to attend the event. Invites with an RSVP will be sent out in February.

We will be having quarterly Stewards meetings beginning Thursday, January 19th at 4:30pm at the Union Hall. This meeting is open to all members that are currently serving as a Steward or those who have an interest in being a Steward. If you are not sure if you want to be a Steward but are interested in participating in the meeting to learn more, you are welcome to attend. The purpose of these meetings will be to discuss issues that we have had on the jobsites, share experiences in dealing with problems, and educate each other. Communication and education are important for conflict resolution, but more importantly, we need to ensure that we are using our resources to ensure that we have the best result possible. We have scheduled a Stewards Training Class with the IBEW Education Department in April for the 5th-year apprentices, this class will also be open to anyone else that wants the training or has already had the training.

In Solidarity,

Junior Luensman

CONTRACT TOPIC OF THE MONTH

INSIDE:

General Foreman	112%	\$43.76
Foreman	106%	\$41.41
Journeyman Wireman		\$39.07
Apprentices:		
Unindentured	45%	\$17.58
Period 1-2	45%	\$17.58
Period 3-4	50%	\$19.54
Period 5-6	55%	\$21.49
Period 7-8	60%	\$23.44
Period 9-10	75%	\$29.30
Health & Welfare		\$8.10/hour (straight time)
Pension		\$8.75/hour (straight time)

VDV:

General Foreman	\$1.75	\$34.04
Foreman	\$1.25	\$33.54
Journeyman Technician		\$32.29
Installer		\$9.50
Apprentices:		
Period 1	60%	\$19.37
Period 2	65%	\$20.99
Period 3	70%	\$22.60
Period 4	80%	\$25.83
Health & Welfare		\$8.10/hour (straight time)
Pension		\$4.70/hour (straight time)

RESIDENTIAL:

General Foreman	120%	\$31.69
Foreman	110%	\$29.05
Residential Wireman		\$26.41
Residential Trainees:		
1st 6 months	65%	\$17.17
2nd 6 months	65%	\$17.17
3rd 6 months	75%	\$19.81
4th 6 months	85%	\$22.45
Health & Welfare		\$8.10/hour (straight time)
Pension		\$5.75/hour (straight time)

COMMUNICATIONS

WOMEN'S COMMITTEE

First off, thank you to those who attended the Iowa Women in the Trades end-of-the-year brunch. It was great to see you and I hope we can get more to attend next year. Next, the 11th District Women's Committee fundraiser was moved back due to printer issues, so we will start selling shirts in January. We will be donating \$5.00 from every shirt to suicide awareness. It will be an online order that will ship to the location of your choice, and you can order short-sleeve/long-sleeve/hoodie. Details will be posted on the 405 website. In wrapping this up, did you know there is a Facebook page dedicated to women's work apparel companies? We all know how challenging finding clothes that fit can be. Feel free to follow Women's Workwear – Constriction, Trades & Technology.

The next book club night will be January 26th at 7:00pm and we will be discussing Chapter 1 – Mad Girls. Weather permitting, I will plan on our next meeting to be on January 25th at 6:15pm at the Hall. Either way, I will also create a virtual session.

Upcoming meetings: Iowa Women in Trades – virtual @ 6:30pm on January 5th; 11th District Women's Committee – virtual @ 6:30pm on January 17th. Local 405 Women's meeting – in-person/virtual @ 6:15pm on January 25th.

Fraternally,

Amanda Cooling, 7477624

RENEW

Please join us Thursday, January 5th at 6:00 pm in person or on zoom for our monthly meeting.

On January 7th, RENEW invites you to join us to help save lives! Please consider donating to help our local hospitals with their blood supply and patients in need. For patients in need, donated blood can change everything. Blood products are used to help people – our friends, family, neighbors, and coworkers – as they treat cancer, chronic diseases, and traumatic injuries. And they are only possible with the help of volunteer blood donors. All presenting donors will receive a voucher for a \$20.00 gift card of their choice OR donate your \$20.00 to Feeding America. **Appointments are required.** To make an appointment, visit the ibew405.org website, click on the link. Time slots are available from 8:00 am to 11:00 am at the Hall.

The Annual IBEW Local 405 Apprentice Poker Party & Chili Cook-Off will be held on February 3rd. Join us at 6:00pm at the Hall for poker, cornhole and other games. The poker buy-in will be \$10.00. Food and drinks will be provided. There will be prizes for apprentices.

CPR/FIRST AID CLASSES

Did you know that the Inside & Residential Contracts have incentive pay for current CPR/First Aid certification? Did you know that you can take these classes for FREE at the Hall? That's right, the Hall is offering American Red Cross CPR/First Aid/AED classes to all our members for Free. You don't want to sit in a class for 4 hours? You're in luck! These classes are blended learning style, meaning you take the class portion on your laptop or computer at home (or wherever), and then you come to the Hall for a short hands-on portion to hone your skills. The great thing about the online portion is you can "test out" of various subjects if you still remember the material from years past and if something comes up in the middle of your class, you can log off and log back in and it will save your spot. With the ability to test out, the online portion may take as little as 2 hours. Think you may be interested? Okay, here's what you need to know. The online portion must be completed prior to attending the hands-on portion and should be taken on a PC/laptop or tablet with a high-speed internet connection. Upon successful completion of both the blended learning and hands-on portions, you will receive digital and laminated certificates for Adult First Aid/CPR/AED, valid for two years. This will qualify you for the 10¢ CPR and 10¢ First Aid incentive pay. That's 20-whole cents per hour for two years! To sign up, contact Nichole at the Hall at (319) 396-8241 or email nclark@ibew405.org. She will need your first and last name and your email, then you will receive an email with information on how to access your online class. The pre-scheduled dates for the hands-on portion are Wednesday, January 25th, and Tuesday, January 31st at 5:00pm. If those dates don't work, let her know you are interested anyway.

VETERAN'S COMMITTEE

The next Veterans Committee meeting is on January 10th at 6:30 pm. Meetings are held on the 2nd Tuesday of each month at 6:30 pm.

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 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 JW's (Books 1 & 4), VDV, Apprentices and Other (which includes Residential Helpers, Iowa City Helpers, unindentured apprentices, CE and CW's). 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): 12 members

Arrears (1-day to 3 months late): 67 Members

Contractor	Arrears/ Delinquent	Non-Members JW	Non-Members VDV Tech	Non-Members Apprentice	Non-Members Other
A&B Electric	1	1	0	1	2
Acme Electric	7	1	0	8	3
Baker Electric	0	0	0	0	0
Baker Group	0	0	1	1	1
BIS Industrial	0	0	0	1	1
CI3	2	2	0	1	0
CORD Electric	0	0	0	0	0
Dependable	0	0	0	0	0
ESCO Electric	5	0	0	0	0
Gerard Electric	4	1	0	4	7
Hawkeye Electric	8	6	1	17	19
Justice Electric	2	0	0	2	2
Munson Electric	5	0	0	3	1
Nelson Electric	4	0	3	5	7
Paulson Electric	8	0	0	3	3
PEC	1	0	2	0	2
Premier Electric	2	0	0	1	1
SE Electric	2	0	0	0	0
Shay Electric	0	0	0	0	2
Streff Electric	0	1	0	2	1
Tech Solutions	3	0	2	1	1
Trey Electric	5	3	0	4	4
Tri-City Electric	4	1	1	4	7
Not on referral	16	X	X	X	X
Total	79	16	10	64	71

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

Devlin: 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	133,085.12	(4,314.48)
June	135,058	158,931.82	23,873.04
July	167,202	172,719.64	5,517.33
August	135,832	153,059.55	17,226.68
September	155,798	162,808.75	7,010.63
October	185,751	122,204.13	(63,547.19)
November	146,948		
December	163,222		
Total	1,752,434	1,530,209.02	87,945.92

Health & Welfare Balances

	H & W Balance	HRA Balance	Dollar Bank Balance	Months in Reserve
October 2022	\$17,856,618.00	\$6,875,014.61	\$1,148,012.82	9.7
November 2022	\$18,169,614.81	\$6,939,423.87	\$1,144,602.27	10.1
December 2022		\$6,791,116.78	\$1,141,991.98	



EMPLOYEE ASSISTANCE PROGRAM

Confidential Support for a Stronger, Healthier You



IT'S OKAY TO ASK FOR HELP.

Your EAP provides a variety of resources for you and your immediate family. These EAP benefits are **NO COST** to you, **CONFIDENTIAL**, and available **24/7/365**.

WE CAN HELP WITH:

- Depression
- Anxiety
- Stress
- Burnout
- Life Changes
- Grief
- Trauma
- Self-Esteem
- Addictive Behaviors
- Problems at Work
- Work-Life Balance
- Troubled Teens Child
- Eating Disorders
- Relationship Challenges
- Co-Parenting
- **And More...**

Lifestyle EAP Benefit Summary

Virtual or In-person Counseling

Conveniently access EAP sessions virtually or at a location near you.

24/7/365 Support

Call us whenever you have an issue or concern. Our experienced team is here to support you any time you need us.

Downloadable Worksheet Toolkits

Access a growing list of self-guided worksheets on a variety of different topics.

Virtual or Phone Life Coaching

Meet with a life coach and receive advice on matters such as goal setting, overcoming obstacles, and other areas of personal development.

Interactive Self-Help Courses

Access a growing media library of self-help courses on a variety of different topics.

Nutrition & Fitness

Access unique fitness programming, nutrition guidance, recipes, and much more.

Financial

Receive financial coaching, access online tools, plus many other financial resources.

Legal

Receive attorney and/or mediation consultation, ID theft support, and several additional legal resources.

Additional Benefits

Monthly e-newsletters; self-assessments; expedited scheduling; trending stories, news, and research; a host of additional wellness content from our team of experts; and more.

CREATE YOUR ACCOUNT TODAY!

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1211 WILEY BLVD, SW
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