



IBEW 405

CEDAR RAPIDS/ IOWA CITY

JULY 2021

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Benefit Communications

****Pension and Retirement Seminar****

When: Thursday July 15th from 4:30 - 6:00pm

Where: IBEW 405 Union Hall

Tom Carrabine and Jeff Benoit, our consultants with Milliman and Fiducient, will be hosting a seminar to answer questions about your pension and retirement investments. Planning for retirement starts with thinking about your retirement goals and how long you have to meet them.

- How much money will you need to retire?
Retirement planning should include determining time horizons, estimating expenses, and assessing risk tolerance.
- Will I be able to retire early? Start planning for retirement as soon as you can to take advantage of the power of compounding.
- Can I self-direct your investments and how do I do that? Younger investors can take more risk with their investments, while investors closer to retirement should be more conservative.
- How do our investments work? Retirement plans evolve through the years, which means portfolios should be rebalanced as needed.

**** All are welcome to attend ****

July 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 RENEW Meeting 6:00 pm Iowa Women in the Trades 6:30 pm (Zoom)	2	3
4 Independence Day	5 (Holiday)	6	7 Iowa City Unit Meeting 4:30 pm	8	9	10
11	12	13	14 E-Board Meeting 6:00 pm 11th District Women's Committee Meeting 6:00 pm	15 Retirees Luncheon 11:30 am Union Station Pension & Retirement Seminar 4:30 pm	16	17 RENEW Trap Shoot at Otter Creek
18	19	20	21 General Meeting 6:00 pm	22	23	24
25	26 Residential Unit Meeting 4:30 pm	27	28 Women's Committee Meeting 4:30 pm VDV Unit Meeting 6:00 pm	29	30 Retirees - Newsletter at the Hall 9:00 am	31

BUSINESS AGENT REPORT

Brothers and Sisters,

The July General meeting is going to be a smoker. There was a standing motion to have a smoker when our Covid restrictions were lifted, and here we are. Come on out to the hall and enjoy some good food and some cold beer, check out our awesome new cooker, and maybe we'll even get around to actually raffling off the 405 numbered challenge coin.

Our t-shirt prices are necessarily going to need to go up, unfortunately. Prices have been coming in well over fifteen dollars per shirt from our vendors, so we need to make a change. Any new shirts going forward will now be priced at twenty dollars, including the catfish shirts we bought. Everything else that we currently have in stock will remain fifteen dollars. We also have some new Callaway and Maxfli golf balls available, with different 405 logos on each brand.

It has been the stated goal of our administration to get more stewards active in our local. We recently hosted stewardship training, which unfortunately was not very well attended. We would love for every shop, and every decent sized job, in our local to have a steward on board. Anyone still interested in becoming a steward should get in touch with us here at the hall. We encourage anyone who feels like the job they're currently working on would benefit from the presence of a steward to reach out and let us know. On a related note, the numbers have been going way down for members in arrears from month to month. It varies somewhat based on the time of year, but in some cases numbers have fallen by up to 80 percent. This wouldn't be possible without the diligence from our journeymen and women in the field. We believe every member on every job should be getting their dues receipts checked on the first of every month. Making it a habit, and a policy, only makes it easier going forward, and really helps to get members paying their dues on time. Keep up the great work.

We have, understandably, had some members who have been frustrated recently by the information that contractors have chosen to include with their job requests. I do try, as the referral agent, to learn as much as I can regarding jobs, and to post calls with as much up to date information as possible, simply in order to help our members make the best choice they can. Be that as it may, occasionally some of that information ends up being inaccurate, for many reasons. Unless the posted calls explicitly state otherwise, any information surrounding the calls should be considered informational only, as things can and do change. If a contractor places a call with actual parameters, a service truck call perhaps, or a legitimate overtime call, this will be clearly stated and considered binding. Any members with questions regarding calls should not hesitate to reach out to the hall, we're happy to help as best we can.

Happy Independence Day,

Brother Chad Andrews

Contract Topic of the month

Cedar Rapids & Iowa City Inside and Residential Agreements

Section 3.01.

(c.) When job conditions require or when mutually agreed between the employers and employees, the contractor may work four (4) ten (10) hour shifts Monday - Thursday, with a voluntary weather make-up day on Friday.

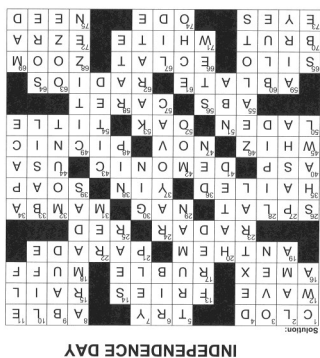
If a recognized holiday falls during the pay week, with the employers' consent and with the majority of employees on the jobsite in favor, the employees may elect to work four (4) ten (10) hour days for that week. The Union shall be notified with the name and location of all jobs prior to this schedule being implemented.

Four ten (4-10) shifts can only be started on the beginning of a pay period. If employees are assigned to this shift mid-week from another job, they shall be paid two hours overtime each day until the next pay week starts (8 hours plus 2 hours overtime). Only new hires can be assigned to four tens (4-10) mid-week. When employees are transferred off of a four ten (4-10) job to an eight (8) hour five day a week job, they shall be paid overtime for the time spent on the four ten (4-10) job (8 hours plus 2 hours overtime). The Union shall be notified of all four ten (4-10) hour jobs, when they are starting and ending.

This is to stop the improper shifting of overtime between 8-hour jobs and 10-hour jobs overriding each other.

VDV Agreement

Section 3.01 When job conditions dictate and with mutual consent between the Employer and the Employee, the Employer will be allowed to establish a four (4) day, ten (140) hour per day work week. This work week will be specified in writing as being Monday through Thursday or Tuesday through Friday. All hours worked in excess of ten (10) hours per day shall be paid at the applicable overtime rate. If a recognized holiday falls during the work week, the parties, by mutual consent may elect to work four (4) ten (10) hour days for that week.



COMMUNICATIONS

IOWA CITY UNIT

The Iowa City Unit meeting will be on Wednesday, June 2nd at 4:30 pm. Our contract will expire later this year, plan on attending the meeting to start the discussion on the upcoming negotiations.

RESIDENTIAL UNIT

There will be a regular unit meeting on Monday, July 26th at 4:30 pm.

VDV UNIT

Congratulations to all of our new VDV technicians! We look forward to working with you and watching you grow as a Journeyman.

Interested in how to run Power over Ethernet (PoE) on fiber? Cabling Installation & Maintenance had a webcast on remote powering over fiber and copper communication cabling on June 24th. This hour presentation will get you one BICSI credit upon completion. Make sure you are keeping your proof of completion certificates!

WOMEN'S COMMITTEE

We had some good advice and problem solving at our last meeting and will be looking for more guest speakers. Be sure to reach out if there is information you would like to learn about so we can find someone to speak on the subject. Next, we are finalizing our design for the Breast Cancer Walk this year so mark your calendars for Sunday, October 3. Lastly, the U of I Labor Center is looking to document the history of women in the trades in Iowa. They have an intern who is working on this project but her time is complete in July. Ashley Dorn is reaching out to participants from Iowa Women in Trades but would like to hear from any of you as well. She is meeting people in person, Zoom and phone if requested. You can schedule a time with her at a.h.dorn@gmail.com or reach out to anyone at the Labor Center. Upcoming meetings: Local 405 Women's Committee will be on July 28th at 4:30pm (Zoom Call in available). Iowa Women in the Trades will be July 1st at 6:30pm via Zoom. The 11th District Women's Committee has moved to the 2nd Wednesday of the month - July 14, at 6:00pm.

JATC TRAINING CENTER NEWS

Congratulations to the graduating apprenticeship class of 2021; Job well done!

Inside graduates: Martin Barva, Austin Bergom, Brian Dahinden, Josh Dunnick, Jake Durgin, Ryan Edmunds, John Freeman, David Garrison, Nick Hepker, Phil Hershey, Josh Holley, Martin Kopera, Cory Mayhew, Tate Sullivan, Alex Kruser- (Aug. 21)

Residential graduates: Mitchell Kesterson

VDV graduates: Larisa Flock, Michael Hampton, Kimber Willenborg, Andrew Wimmer

****JW classes are available!**** At newsletter publication, classes are available on our website. Please visit www.crejatc.org to register for classes available at the JATC Training Center.

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

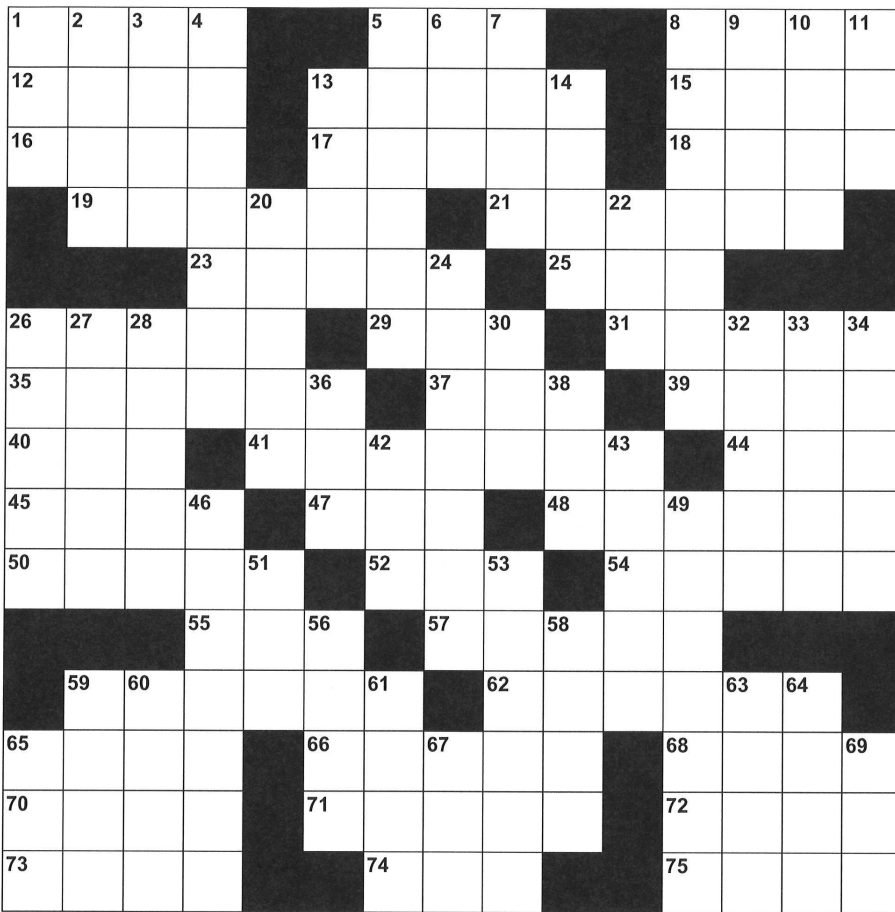
RENEW

The RENEW Meetings are the first Thursday of every month at 6:00 pm via Zoom or in-person at the Hall. There will be a trap shoot at Otter Creek on July 17th, and a float/day at the lake on August 8th. Highway clean-up is scheduled for mid-June. Stay tuned to the 319 Facebook page and the RENEW page for more details on these and other events.

RETIREES SOCIAL CLUB

The Retirees meet every third Thursday at 11:30 am for these lunches and they 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. The Retirees group has stayed very busy for over a decade, doing community projects and helping people out. I encourage all retirees to attend a luncheon and give it a try. The lunches are typically held at the Union Station and are listed in the newsletter every month. Stop in and enjoy some memories.

Independence Day Crossword Puzzle



Across

- 1 Lump of earth or clay
- 5 Test
- 8 Competent
- 12 Moving swell of fabric
- 13 Fast food potatoes
- 15 Horizontal bar that extends between two posts
- 16 Charge card
- 17 Chief monetary unit of Russia
- 18 Hand wear
- 19 Song of patriotism
- 21 Public procession of people and things
- 23 Radio detection and ranging
- 25 US flag color of seven of the stripes
- 26 What a dropped melon does
- 29 Pester
- 31 Black or green poisonous snake
- 35 Called a cab
- 37 Yang's partner
- 39 Cleaning agent
- 40 Viper
- 41 Evil
- 44 United States of America
- 45 Ace
- 47 Second to last mo.
- 48 Informal outdoor meal
- 50 Loaded down
- 52 Grows acorns
- 54 Deed
- 55 Abdominal muscles
- 57 Insertion mark
- 59 Remove by surgery
- 62 Music receivers
- 65 Grainery
- 66 Acclaim
- 68 Whizz along
- 70 Very dry wine
- 71 US flag color of six of the stripes
- 72 Jewish scribe
- 73 Potato sprouts
- 74 Poem of praise
- 75 Depend

Down

- 1 Communication workers of America (abr.)
- 2 Dalai ____.
- 4 Located on the right side
- 5 U.S. President
- 6 Cut of beef
- 7 Bark in pain
- 8 Navies
- 9 Data transmission rate
- 10 Span between birth and death
- 11 Imaginary humanlike mischievous creature
- 13 Wilma Flinstones' husband
- 14 Cook quickly
- 20 Despised
- 22 Rapid eye movement
- 24 Battery brand
- 26 Shoulder covering
- 27 High ranking Turkish official
- 28 Fat
- 30 Card game
- 32 Get on a horse
- 33 Herb
- 34 Swiftly
- 36 Fox hole
- 38 Tweak
- 42 Cow sound
- 43 Quoted
- 46 Fanatics
- 49 Person belonging by birth or naturalization to a nation
- 51 Basketball association
- 53 Martial art
- 56 Thick soup
- 58 Evaluate
- 59 Light
- 61 Reverberate
- 63 Seep
- 64 Aching
- 65 Compass point
- 67 Container top
- 69 Angry

Members in Arrears

Arrears- 46 Members

Delinquent- 2 Members

Non-Members Working- 143

Contractor	Arrears	Non-Members Working
A&B Electric	0	1
Acme Electric	1	8
Baker Electric	1	0
Baker Group	0	1
BIS Industrial	0	6
CI3	0	2
Dependable	0	0
ESCO Electric	4	9
Gerard Electric	2	6
Hawkeye Electric	6	36
Justice Electric	2	9
Munson Electric	4	8
Nelson Electric	3	18
Paulson Electric	3	3
PEC	0	1
Premier Electric	2	1
SE Electric	1	0
Shay Electric	1	2
Streff Electric	0	5
Tech Solutions	0	4
Trey Electric	3	7
Tri-City Electric	4	16
Out of Work	9	0

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

NOTICE

CEDAR RAPIDS ELECTRICAL WORKERS LOCAL #405 HEALTH AND WELFARE FUND

May 2021

Dear Participant:

The Board of Trustees ("Trustees") of the Cedar Rapids Electrical Workers Local #405 Health and Welfare Fund ("Plan") would like to inform you of changes regarding coverage of employer-required COVID-19 tests that are not eligible for coverage under the Plan's medical benefits provided by Wellmark Blue Cross Blue Shield. On May 25, 2021, the Trustees took action to permit the Plan to reimburse participants for the cost of employer-required COVID-19 tests that are not otherwise covered by Wellmark Blue Cross Blue Shield, subject to the following conditions:

- The Plan will reimburse participants for employer-required COVID-19 tests received from April 1, 2021 to August 31, 2021.
- The amount reimbursed must be supported by a COVID-19 testing vendor-provided receipt, and will not exceed \$130 per test. Please note, this reimbursement will not be made through your HRA.
- No reimbursement will be provided for COVID-19 tests that are covered under the Plan by Wellmark Blue Cross Blue Shield.
- Reimbursements will be processed through the Plan Administrative Manager (Auxiant), as described below. All requests for reimbursement must be received by the Plan Administrative Manager within one year of the date the COVID-19 test was administered.

Submit your detailed COVID-19 testing vendor-provided receipt with your name, SSN, phone number and your employer's name and phone number written clearly on the receipt (or a separate paper) to the Plan Administrative Manager at the address below. Provided your request meets the requirements for reimbursement, the Plan Administrative Manager will mail a reimbursement check to the address you have on file. Please contact the Plan Administrative Manager if you have any questions.

Cedar Rapids Electrical Workers Local #405 Health and Welfare Fund c/o
Auxiant

Attn: Vanessa Taylor
424 1st Avenue NE, Suite 200
Cedar Rapids, IA 52401
Phone: 319-398-3283 ext. 1221
Toll Free: 800-475-2232 ext. 1221

Local 405 Golf Outing

Come join us September 18th, 2021 for a 9 AM shotgun start at St. Andrews golf course. Golf/cart, prizes, t-shirt and lunch are all included in this four-man best shot tournament. Players are responsible for a \$20 fee upon signing up. Dues must be paid in order to register and golf. Individuals or groups are welcome to signup, if signing up individually you will be placed in a foursome prior to the tournament. The outing will be limited to 72 participants. To signup contact the Union Hall at 319-396-8241. Deadline for signup is September 10th. For questions regarding the outing contact Jimmy Jensen at 319-210-9000 or John Feltes at 319-431-1394.



IBEW Local 405

1211 Wiley Blvd, SW

Return Service Requested

Non-Profit Organization

U.S. Postage PAID

