



# INTERNATIONAL BROTHERHOOD

## of ELECTRICAL WORKERS LOCAL UNION # 405

**CEDAR RAPIDS/IOWA CITY  
JULY 2022**

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### Announcements

- Volunteers are needed for 1-hour shifts or more to help cook pancakes for the Freedom Festival Pancake Breakfast that will be at the IMON Ice Arena on Monday, July 4th from 8:00 am to Noon. After your shift, you can walk over to Veteran's Stadium for the Freedom Festival Car Show
- **Friday, July 1st** from 8:00 to 10:30 pm: **Laser Light Show**, at Hawkeye Downs. Our LLMCC Committee has sponsored the 2022 Cedar Rapids Freedom Festival Laser Light Show produced by Laser Encore! Come join us at Hawkeye Downs for a spectacular show! A Freedom Festival button is required for entry.
- **Wednesday, July 6th**– The Iowa City Unit meeting is a smoker.
- **Thursday, July 7th**– The IBEW 405 Softball team plays at 6:15 pm on Field 1 at Tate Cummings Sports Complex
- **Saturday, July 30th**– 12th Annual Solidarity Ride & Poker Run to benefit Eastern Iowa Honor Flights. Registration is 8:30-10:00 am. First bike out at 10:00 am, last bike in at 3:30 pm. \$10.00 entry fee per Poker Hand
- Remember to fill out the HRA survey on our website at [www.ibew405.org](http://www.ibew405.org) on the Calls page

# JULY 2022

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6 Iowa City Unit Meeting 4:30 pm *Smoker*	7 RENEW Meeting 6:00 pm  Iowa Women in the Trades 6:30 pm (Zoom)  Local 405 Softball Game 6:15 pm *Last Game*	8	9
10	11	12 11th District Women's Committee Meeting 6:00 pm	13 E-Board Meeting 6:00 pm	14 Metro-Harley Bike Night	15	16
17	18	19	20 General Meeting 6:00 pm	21 Retirees Luncheon	22	23
24	25	26	27 Local 405 Women's Committee 4:30 pm	28 Planning & Zoning Commission Mtg. for the DAEC Solar Project 6:00 pm	29 Retirees Newsletter at the Hall	30 Solidarity Ride & Poker Run
31						

# BUSINESS MANAGER REPORT

Sisters and Brothers,

The final meetings for the approval process for the Duane Arnold Solar Project have been scheduled and they will take place at the Palo Community Center. The Planning and Zoning Commission Meeting will be Thursday, July 28th at 6:00 pm. Public comments can be submitted in advance to [plan\\_dev@linncountyiowa.gov](mailto:plan_dev@linncountyiowa.gov) and will be summarized publicly at the meeting. Following the Planning and Zoning meeting, there are three public hearings for the rezoning request before making the final decision. They are scheduled for August 2nd, August 24th and August 29th, each at 6:00 pm. NextEra has verbally committed to Building Trades that they will use Union contractors with a multi-trade agreement to build this project. Although there is opposition to this project from the public in the Palo area and from some of our members, we are committed to supporting this project. Phase I and Phase II of this project will include 200MW of solar and battery storage and is projected to employ 200 – 400 construction workers for over a year. The economic impact that it will have in Linn County will last for decades to come by means of attracting new businesses that have their own corporate initiatives with a commitment to renewable energy. We need our members to help us fight the fight for these jobs and attend in solidarity with other Union Trades. We are faced with a rare opportunity to display the strength of the Trade Unions in our area and we will need everyone's help to do so. Make a plan to attend at least one of these meetings, if you can spare an hour, it will help out tremendously.

Unfortunately, the much-anticipated casino project won't happen for at least two-years. During the eleventh hour of the last day of the legislative session and amendment to the gambling policy bill was added to put a two-year moratorium on the approval of any new gambling licenses. The amendment passed and the bill was signed by the Governor. We have a signed PLA for this particular project and it was going to put a lot of our members to work this year, now it is on hold and time will tell.

In Solidarity,

Junior Luensman

## ORGANIZER REPORT

As most of you are probably aware, we've had a considerable number of manpower calls go unfilled and sometimes even taken down. In the past year and a half, we've put to work over 40 electricians from non-union shops. But the need for manpower continues. If you have a buddy, a neighbor, or someone you run into at the supply house who is working non-union, talk to them. Tell them about us. Tell them what the IBEW does to improve our member's lives. Even the apprentice, helper or truck driver you run into at the gas station. Let them know who you are. And have them call us. We're happy to talk to anyone currently working in the industry. If you're not sure what to say, let us know, and we'll reach out. We also have lots of information to get out to our non-union counterparts and can come meet with people you may know or meet. After all, they're electricians, just like you.

# CONTRACT TOPIC OF THE MONTH

## IBEW Constitution Article XXI:

**Sec.1.** No member is entitled to notice of the monthly or quarterly dues of his/her L.U., nor of arrearages, but must take notice when payments are due.

**Sec. 2.** When a members working card has expired, he/she at once, without notice, stands suspended from all L.U. benefits.

**Sec. 3.** Any member indebted to his/her L.U. for three (3) months dues, or having any past due indebtedness to the I.B. E.W. for the per capita tax or assessments, shall stand suspended, and the L.U. may refuse to accept dues from any member who is indebted to it. Such member cannot be reinstated until all indebtedness has been paid, unless waived by the L.U. However, dues cannot be waived.

**Sec. 4** Any member indebted to his/her L.U. for six (6) months full dues shall be dropped from membership by the F.S. and cannot become a member in good standing again in the I.B.E.W. except by joining as a new member.

**Sec. 5.** A member who has been assessed by a L.U. trial board, who is appealing the assessment and making the required monthly payments in accordance with Article XXV, Section 13, retains his/her good standing until the appeal process in Article XXV has been exhausted.

**Sec. 6.** Members who are suspended forfeit all rights and previous standing in the I.B.E.W., including any pension or death benefits payable from the Pension Benefit Fund.

# COMMUNICATIONS

## IOWA CITY UNIT

The Iowa City Unit Meeting is Wednesday, July 6th. This month it will be a smoker.

## LOW VOLTAGE

Congratulations to all of the techs that turned out this year. You have gone through a crazy apprenticeship and put in the hard work. We look forward to working with you and hope you will be a great journey person for the apprentices following behind you.

Do you have a tight area that would benefit from cable tray but can't justify typical system? There is a line of cable tray called Snake Tray that might be a good solution for you. A perk is that you can bend it by hand, and it has an increased amount of flexibility. It has built-in hanging hardware and mounts from a single point. Most of us are used to 2 pieces of all-thread and strut or basket clips, which can be pretty limiting in tight spaces. If you are looking for other alternatives for your projects or just curious, check it out at [snake tray.com](http://snake tray.com)

## RENEW

Thank you Sister Leah Bennett and Brothers Adam McDonough, Mike Caspers, Austin Wake, and Junior Luensman for their help with the Etzel Sugar Grove Farm volunteer work!

## WOMEN'S COMMITTEE

The IBEW Women's Conference was a topic of discussion this last month. It will be hosted in Washington, DC this year from September 10th -15th. More information to come. Our district representative informed us that there was great attendance at the Convention this year. Sarah was impressed with the number of men that attended the session. The support for including women within the ranks was evident by all who attended.

Think you are too busy for our book of choice, *Rage Becomes Her?* Good news, you can get the audiobook via Amazon/Audible. It has great research within the book and has great flow. The theme of the book is to understand the levels of anger among women from topics of work, society expectations, health and more and then it finishes with ways to turn anger into change/productivity. We are opening this up to any women in the trades or anyone who would like to join us. It is not focused on trades, just women in general.

Meetings: Iowa Women in Trades is July 7th at 6:30 pm (Zoom), 11th District IBEW Women's Committee is July 12th at 6:00 pm (Zoom), and IBEW Local 405 is July 27th at 4:30 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 Residential Helpers, Iowa City Helpers, Unindentured Apprentices, Indentured Apprentices or Book 4's that have yet to join, some are those who have lost their membership for non-payment of dues. 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): 7 members

Arrears (1-day to 3 months late): 61 Members

Contractor	Arrears/Delinquent	Non-Members Working	Total Number of Employees
A&B Electric	1	3	9
Acme Electric	6	10	98
Baker Electric	1	0	1
Baker Group	0	4	13
BIS Industrial	0	1	26
CI3	2	2	13
CORD Electric	0	1	2
Dependable	0	0	3
ESCO Electric	7	12	135
Gerard Electric	2	10	28
Hawkeye Electric	6	56	121
Justice Electric	1	2	15
Munson Electric	3	8	106
Nelson Electric	3	19	50
Paulson Electric	5	6	34
PEC	0	0	2
Premier Electric	3	2	14
SE Electric	1	0	5
Shay Electric	0	2	5
Streff Electric	0	2	17
Tech Solutions	1	5	8
Trey Electric	4	9	22
Tri-City Electric	4	11	43
Not on referral	18		

# 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	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		
May	137,399		
June	135,058		
July	167,202		
August	135,832		
September	155,798		
October	185,751		
November	146,948		
December	163,222		
<b>Total</b>	<b>1,752,434</b>	<b>453,446.52</b>	<b>82,715.87</b>

## Health & Welfare Balances

	H & W Balance	HRA Balance	Dollar Bank Balance	Months in Reserve
February 2022	\$19,039,817.00	\$6,649,437.24	\$1,226,150.03	11.2
March 2022	\$19,004,709.00	\$6,629,243.13	\$1,226,150.03	11.15
April 2022	\$18,535,894.48	\$6,609,798.65	\$1,220,692.90	10.7



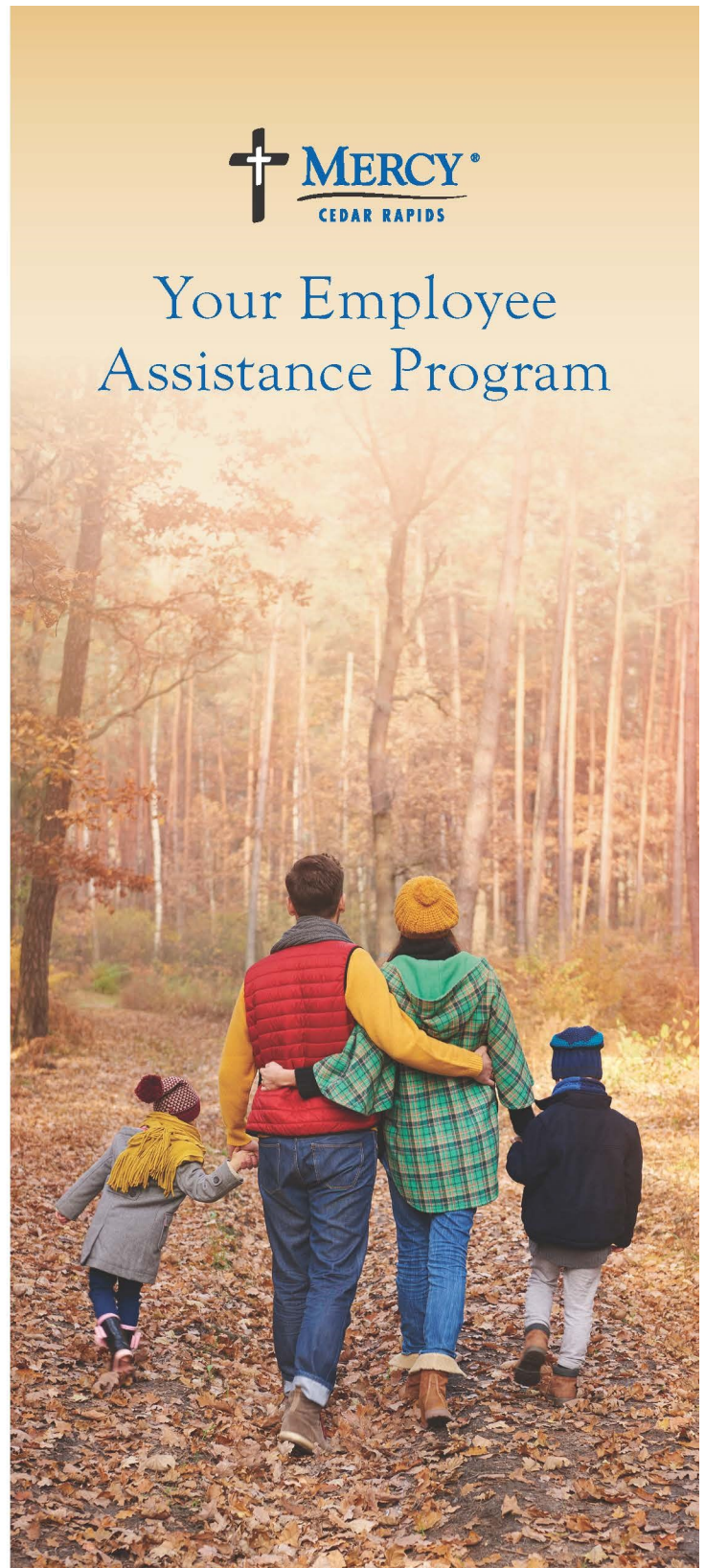
## Your Employee Assistance Program

### Appointments

To schedule an EAP appointment, simply contact Mercy EAP with your name, place of employment and area(s) of concern. An intake appointment will be scheduled as soon as possible.

Mercy EAP is offered at several convenient MercyCare locations in the Cedar Rapids metro area. When calling to make an appointment, please let us know which MercyCare location is most convenient for you and your family. Please call (319) 398-6694 or (800) 383-6694 to schedule an appointment.

Visit us online at:  
[www.mercycare.org/EAP](http://www.mercycare.org/EAP)





Mercy Medical Center's Employee Assistance Program (EAP) is a benefit provided by your employer for you and your dependent family members to assist with relationship, family, work, emotional and mental health concerns. There is no cost to you or your family members when using EAP services. Individual, couples and family counseling are offered in a client-centered, supportive environment to help you and your family achieve health, balance and well-being.

### Mercy EAP can assist with:

- ✓ Anxiety
- ✓ Anger
- ✓ Communication skills
- ✓ Depression
- ✓ Divorce, blended families and co-parenting
- ✓ Emotional/mental health concerns
- ✓ Family/relationship concerns
- ✓ Grief/loss
- ✓ Resolving conflict(s)
- ✓ Stress
- ✓ Trauma/abuse
- ✓ Work/career concerns
- ✓ Alcohol/drug abuse
- ✓ Financial and legal counseling (*available by referral in the Cedar Rapids metro area*)



### Confidentiality

To ensure your confidentiality, the following precautions will be taken:

- ✓ No information will be released without your informed written consent
- ✓ Only non-identifying data on EAP usage will be provided to your employer
- ✓ Confidentiality may be waived if there is a clear and present danger to human life
- ✓ Client records remain the property of Mercy EAP Services

### Eligibility

EAP services can be used by you and your dependent family members (*if applicable*). There is no cost to you or your family members when using EAP services. For more information on your EAP benefits, please contact your Human Resources department or Mercy EAP.



[www.mercycare.org/EAP](http://www.mercycare.org/EAP)

Please call (319) 398-6694 or (800) 383-6694 to schedule an appointment.

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

RETURN SERVICE REQUESTED

NON-PROFIT ORGANIZATION  
U.S. POSTAGE PAID  
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