



# IBEW 405

CEDAR RAPIDS/ IOWA CITY

JUNE 2021

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### Declaration of the International Brotherhood of Electrical Workers

Our cause is the cause of human justice, human rights, human security.

We refuse, and will always refuse, to condone or tolerate dictatorship or oppression of any kind.

We will find and expel from our midst any who might attempt to destroy, by subversion, all that we stand for.

This Brotherhood will continue to oppose communism, Nazism or any other subversive "ism." We will support our God, our Nations, our Union.

# June 2021

| Sunday            | Monday   | Tuesday                            | Wednesday   | Thursday   | Friday | Saturday         |
|-------------------|--|------------------------------------|---|--|--------|------------------|
|                   |  | 1                                  | 2<br>Iowa City<br>Unit<br>Meeting<br>4:30 pm  | 3<br>RENEW<br>Meeting<br>6:00 pm<br>Women In<br>Trades<br>Meeting<br>6:30 pm | 4      | 5                |
| 6                 | 7  | 8<br>E-Board<br>Meeting<br>6:00 pm | 9<br>11th District<br>Women's<br>Committee<br>Meeting<br>6:00 pm<br>(Zoom)<br>Apprentice<br>Turn-Out<br>Party | 10   | 11     | 12               |
| 13                | 14<br>Flag Day                                       | 15                                 | 16<br>General<br>Meeting<br>6:00 pm   | 17<br>Retirees<br>Luncheon<br>11:30 am<br>Union Station                      | 18     | 19<br>Juneteenth |
| 20<br>Fathers Day | 21<br>Stewards<br>Training<br>4:00 pm<br>at the JATC | 22                                 | 23<br>Women's<br>Committee<br>Meeting<br>4:30 pm  | 24   | 25     | 26               |
| 27                | 28<br>Residential<br>Unit Meeting<br>4:30 pm         | 29                                 | 30<br>VDV Unit<br>Meeting<br>6:00 pm  | 31<br>Retirees -<br>Newsletter at<br>the Hall<br>9:00 am                     |        |                  |

# BUSINESS MANAGERS REPORT

Brothers and Sisters

Join us on Wednesday, June 9th after work at the Hall to congratulate the JATC Classes of 2020 and 2021. There will be food and drinks available. Over the last several months we have been fielding several questions on the topics of health insurance, retirement and pension investments. In the coming weeks, we will be selecting dates to host in-person informal meetings with our consultants from Milliman, Fiducient Advisors (previously Dimeo), Auxiant and Wellmark. To access your personal retirement information, you can visit [www.millimanbenefits.com](http://www.millimanbenefits.com) and create a username and login. For access to your health insurance information, visit [www.mywellmark.com](http://www.mywellmark.com) and create a username and login. For updated information for our benefits visit our website, [www.ibew405.org](http://www.ibew405.org) and go to the "benefits" tab. Each month included in this newsletter is a list of the number of members that are in arrears and the number of non-members who are working for our employers. As of May 25, 2021 we have 34 members in arrears and 5 members delinquent, each month these numbers do fluctuate but they are at an all-time low. We attribute this success to everyone in the field that encourages our members to pay their dues on time and to our approach through communication and education. We currently have 134 non-members that are working for our employers. They consist of apprentices, unindentured apprentices, helpers, Book 4's and those that have dropped their membership for not paying dues or who have never joined. 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.

In Solidarity,

Junior Luensman

\*\*There is Stewards Training Class scheduled for June 21st at 4:00 pm.  
This class will be held at the JATC and dinner will be provided.  
Please RSVP to the Hall at (319) 396-8241.\*\*

# Contract Topic of the month

## Cedar Rapids Inside Agreements

**Section 3.17.** Material delivery shall be made by the Employer, Employer's Representative, or workmen employed under the terms of this Agreement. Workmen shall not be required or permitted to haul Employer's materials or tools in their own vehicles.

The Employer's representative, if not an apprentice electrician or a journeyman electrician, shall not perform electrical work.

An employee shall be paid \$1.00 per trip for moving his own tools during the working day in his own car, if he so desires.

## Iowa City Inside Agreements

**Section 3.19.** Material delivery shall be made by the Employer, Employer's representative, or workmen employed under the terms of this Agreement. Workmen shall not be required or permitted to haul Employer's materials or tools in their own vehicles.

The Employer's representative, if not an apprentice electrician or journeyman electrician, shall not perform electrical work.

## Residential Agreement

**Section 3.24.** Material delivery shall be made by the Employer, Employer's representative, or workmen employed under the terms of this Agreement. Workmen shall not be required or permitted to haul Employer's materials or tools in their own vehicle.

The Employer's representative, if not a Residential Trainee or Residential Wireman, shall not perform electrical work.

An employee shall be paid \$1.00 per trip for moving his own tools during the working day in his own car, if he so desires.

## VDV Agreement

**Section 3.11 (b).** Travel Time and Mileage: Workmen shall not be required as a condition of employment to furnish the use of an automobile or other conveyance to transport men, tools, equipment or material. All facilities for such transportation shall be provided for by the employer.

# 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, June 28<sup>th</sup> at 4:30 pm.

## VDV UNIT

Did you know daily cleaning of your fiber splicer with every use will remove 95-99% of dust, debris and fiber shards from the machine? According to Dave Schuman, VP of Service Provider Markets, USA and Canada at America Il sintech, fiber splicers should be cleaned as often as a dentist says we should be flossing - daily. When regular maintenance is not performed, build up will start to accumulate and your post-splice estimated loss readings will begin to increase or become inconsistent. If you never (or rarely) clean your splicer, you'll start experiencing noticeable issues with alignments, cleaving and even fusing, typically within 3 to 5 months worth of time. Dave Schuman recommends cleaning the following areas daily: brush the entire machine for environmental dust, remove fiber shards and fiber jacket debris from the alignment system and fusion chamber or sleeve heater oven, clean out the thermal stripper area, clear out dust and debris from the fusion chamber, brush out your sleeve heater oven (when cooled), and clean your cleaver. A good cleave can make all of the difference when terminating fiber so clean and sharp blades are a must. As always be sure to clean up and properly dispose of any fiber shards. If you would like to read this article in detail or see the weekly/bimonthly recommended cleaning, this article is titled *Blog: Clean your fusion splicer like you brush your teeth* on Cabling Installation and Maintenance website ([www.cablinginstall.com](http://www.cablinginstall.com)).

Upcoming webinars through Cable Installation and Maintenance: Physical Layer Infrastructure Management, June 10th. Anixter University classes on Demand: Telecommunications Bonding and Grounding (Earthing), Principles and Fundamentals of Power Distribution, and LAN Cabling Fundamentals (select few of available classes).

## WOMEN'S COMMITTEE

First, thank you to everyone who helped us with donation items for foster students. The organizations were very thankful for our generosity. Foundation 2 has extended a welcome to Mentor a student on post secondary options of the trades. Please reach out to Amanda Cooling for that information. Next, we received some good information for the Public Speaking event last month and are extremely grateful for CJ to share his knowledge with us. If you are looking to improve your public speaking techniques and reading your audience, the following books were recommended in our meeting: I Can See You Naked by Ron Hoff (hint: it's not to imagine people naked), What Every Body Is Saying by Joe Navarro, and Talk Like TED by Carmine Gallo. June will be our next featured speakers, Erin Sullivan and Sarah Faber, to talk about dealing with difficult personalities and gender bias. Reminder our meeting has moved to the 4th Wednesday at 4:30pm.

On the topic of difficult personalities, a term that is becoming popular is gaslighting but it is often not explained and can occur within a personal or work setting. Gaslighting is a tactic that is used to make you second-guess yourself and undermine your perception of reality. It is done by lying to you, discrediting you, deflect or shift blame, minimize your thoughts and feelings ("calm down, you are always overreacting."), avoid taking responsibility, using compassionate words as a weapon ("you know you are my favorite" or "I would never hurt you on purpose" to smooth over the situation), and twisting and reframing conversations. These behaviors will over time make you question yourself and invalidate your feelings or actions. A couple of ways to counteract these situations, at work or home, are to do fact checking and keep a journal. These will keep you grounded on what is real or not as well as document issues that keep arising, especially if you need to take action with a supervisor. Always remember that you do not have to put up with this behavior and you have a support system to help you! If you want to look up more information, [verywellmind.com](http://verywellmind.com) is where the information above is located as well as Medical News Today and Psychology Today.

Another upcoming event is a guest speaker with the Women In the Trades Network on June 3rd. Vicki O'Leary with the Ironworkers will be speaking on her work with achieving maternity leave and the "Be That One Guy" safety program to train male co-workers to be "upstanders", allies who deflect or interrupt harassment of women on the jobsite. She is a very good speaker and this event is open for anyone to join, men included. The RSVP link has been posted in the 11th District Women's page and on the Iowa Women in the Trade Network page.

Upcoming Meetings: Local 405 Women's meeting is June 23rd at 4:30pm (Zoom option is available). 11th District Women's Committee will be June 9th at 6:00pm. Women In the Trades is virtual on June 3rd at 6:30pm.

# COMMUNICATIONS

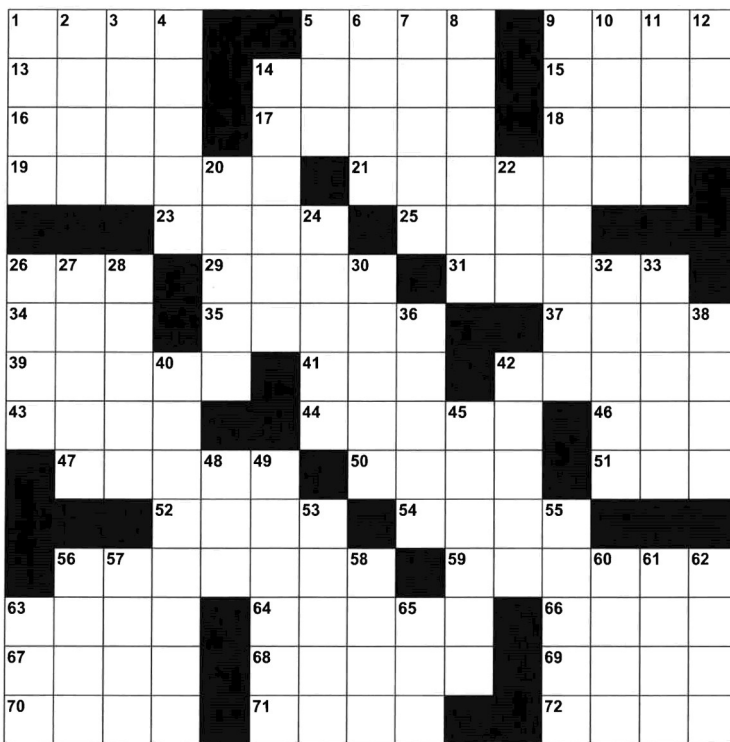
## RENEW

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.

## RETIRES SOCIAL CLUB

The Local 405 Retirees Social Club met for its monthly luncheon meeting on Thursday, May 20th. The luncheon was attended by Bob Novak, Bob & Kay Hamilton, Bill & Barb Schriever, Dennis Schissel, Bill Burke, Bill Hanes, Aldin Durfey and Jim Hess. 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.

### Flag Day Crossword Puzzle



By Evelyn Johnson - www.qets.com

#### Across

- 1 Unsuccessful
- 5 Seaweed substance
- 9 Austin novel
- 13 Famous person's car
- 14 Entire
- 15 Dirty
- 16 Prayer ending
- 17 Bird of prey used as national emblem
- 18 Long round post or rod
- 19 Indian peacemaker
- 21 Roper for lowering a flag
- 23 Aching
- 25 Foot Part
- 26 Compass point
- 29 Lazily
- 31 Every 24 hours
- 34 Possessive pronoun
- 35 Carbonated drinks
- 37 Looked at
- 39 Float
- 41 Extension (abbr.)
- 42 Orderly arrangement
- 43 Opposed
- 44 Act in response to something
- 46 Wrath
- 47 Withered
- 50 Symbol with five points
- 51 Central Nervous System
- 52 Extremely long time periods
- 54 Cruel
- 56 Shortly
- 59 Eras
- 63 60 minutes
- 64 Female singer \_Apple
- 66 Background color for star field
- 67 In addition
- 68 Block of metal
- 69 Bovine
- 70 Valley
- 71 Similar
- 72 Shout

#### Down

- 1 Rectangular cloth used as symbol of a country
- 2 Capital of Peru
- 3 Sign
- 4 Small lakes
- 5 Expression of surprise
- 6 Artist Van \_\_\_\_.
- 7 God of Islam
- 8 Pulled in a fish
- 9 Tree training lattice
- 10 Make secure
- 11 Gentle
- 12 Brew
- 14 Strange Person
- 20 Lift or hoist up
- 22 Affirmative (2 wds.)
- 24 Senior
- 26 Carbonated drink
- 27 Chars
- 28 Compose
- 30 Vertical lines in a graph
- 32 Musical
- 33 Desire
- 36 Country
- 38 Colors
- 40 Poker
- 42 Vacation
- 45 Warning
- 48 Before, poetically
- 49 Craft paper
- 53 Walk stealthily
- 55 Solicit the govt.
- 56 Seed pod
- 57 Tactic
- 58 Yoga practitioner
- 60 Indication
- 61 Outer shell
- 62 Exchange for money
- 63 Old, ugly woman
- 65 Not (refix)

## Members in Arrears

Arrears- 39 Members

Delinquent- 5 Members

Non-Members Working- 130

| Contractor        | Arrears | Non-Members Working |
|-------------------|---------|---------------------|
| A&B Electric      | 0       | 1                   |
| Acme Electric     | 1       | 7                   |
| Baker Electric    | 0       | 0                   |
| Baker Group       | 0       | 1                   |
| BIS Industrial    | 2       | 4                   |
| CI3               | 1       | 2                   |
| Dependable        | 0       | 0                   |
| ESCO Electric     | 2       | 8                   |
| Gerard Electric   | 2       | 6                   |
| Hawkeye Electric  | 4       | 34                  |
| Justice Electric  | 1       | 10                  |
| Munson Electric   | 2       | 9                   |
| Nelson Electric   | 1       | 19                  |
| Paulson Electric  | 4       | 0                   |
| PEC               | 0       | 1                   |
| Premier Electric  | 1       | 1                   |
| SE Electric       | 1       | 0                   |
| Shay Electric     | 0       | 2                   |
| Streff Electric   | 0       | 5                   |
| Tech Solutions    | 1       | 4                   |
| Trey Electric     | 2       | 7                   |
| Tri-City Electric | 5       | 13                  |
| 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](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

## **HRA Claims**

The HRA will reimburse you for eligible Health Care Expenses to the extent that you have a positive balance in your HRA. Benefits must first be reimbursed from the medical, dental or vision benefit programs and any secondary health insurance coverage before any benefits are payable from the HRA. The following procedure should be followed:

- You must submit a claim to the Administrative Manager and provide any additional information requested by the Administrative Manager
- A request for payment must relate to Health Care Expenses incurred by you, your Spouse, or your dependent(s) during the time you were a Participant under the Plan; and
- You must provide an Explanation of Benefits (EOB) for reimbursements made by other medical, dental, or vision plan coverage.

Claims must be submitted in writing. The Administrative Manager may require that Participants submit claims on a form provided by the Administrative Manager. The claim must set forth-

- The individual(s) on whose behalf the Health Care Expenses were incurred;
- The nature and date of the Health Care Expenses so incurred;
- The amount of the requested reimbursement; and
- A statement that such Health Care Expenses have not otherwise been reimbursed and are not reimbursable through any other source.

Each claim must be accompanied by bills, invoices, or other statements from and independent third party (e.g., a hospital, physician, or pharmacy) showing that the Health Care Expenses have been incurred and showing the amounts of such Health Care Expenses, along with any additional documentation that the Administrative Manager may request (including, but not limited to, proof of a prescription).

Generally, no claim for reimbursement may be made unless and until the aggregate claims for reimbursement total at least \$100.00, although there is an exception made for the final reimbursement claim for a Plan Year.



# 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 10<sup>th</sup>. For questions regarding the outing contact Jimmy Jensen at 319-210-9000 or John Feltes at 319-431-1394.



FLAG DAY

**IBEW Local 405**

**1211 Wiley Blvd, SW**

**Return Service Requested**

**Non-Profit Organization**

**U.S. Postage PAID**

