



IBEW 405

CEDAR RAPIDS/ IOWA CITY

MAY 2021

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

PGs.7-9

Benefit Communications

Do you know?

Weingarten rights guarantee an employee the right to Union representation during an investigatory interview. These rights, established by the Supreme Court, in 1975 in the case of J'. Weingarten Inc, must be claimed by the employee. The supervisor has no obligation to inform an employee that s/he is entitled to Union representation.

Weingarten Rights

"I believe this discussion could lead to my being disciplined. I therefore request that my union representative or officer be present to assist me at the meeting. I further request reasonable time to consult with my union representative regarding the subject and purpose of the meeting. Please consider this a continuing request; without representation I shall not participate in the discussion. I shall not consent to any searches or tests affecting my person, property, or effects without first consulting with my union representatives."

What triggers the right to representation?

Four conditions must be met before an employee's Weingarten rights are triggered:

1. A management representative must seek to question the employee.
2. The questioning must be in connection with an investigation.
3. The employee must reasonably believe that the interview may result in disciplinary action against the employee.
4. The employee must request union representation.

May 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5 Iowa City Unit Meeting 4:30 pm 11th District Women's Committee Meeting 6:00 pm (Zoom)	6 RENEW Meeting 6:00 pm Women In Trades Meeting 6:30 pm	7	8
9 Mother's Day	10	11	12 E-Board Meeting 6:00 pm	13 Retirees Luncheon 11:30 am Union Station	14	15
16	17	18	19 General Meeting 6:00 pm	20	21	22
23 Memorial for Mike Bamsey 1:00-5:00 pm at the Hall. Beer & Food will be provided.	24	25 Residential Unit Meeting 4:30 pm	26 Women's Committee Meeting 4:30 pm VDV Unit Meeting 6:00 pm	27 Cedar Rapids Inside Allocation Meeting 6:00 pm	28	29
30	31 Memorial Day (Holiday)					

BUSINESS MANAGERS REPORT

Sisters and Brothers,

Through Built by Pros, our Local has participated in the production of a commercial that is now being aired on television and is being used for recruitment purposes. To view the video, go to the Built by Pros link on our website, the video on their homepage is the general video for all trades. If you click the link "Be a Pro" it will take you to the individual trade's videos.

By the time that you have received this newsletter, we will have had our ratification vote for the recent Cedar Rapids Inside contract. We have been fielding some calls from members with some concerns/confusion about things that have been talked about on the job sites pertaining to our negotiations, most notably CW/CE language. Our Local has had the current "Local 405 Market Recovery Program" since January 23, 2013, it can be viewed on our website. The existing program lays out the guidelines that allow for the use of CW/CEs, throughout our entire jurisdiction. The responsibility for this program falls on the IBEW, it is our program, only to be modified by us. It is not negotiated between the Union and the employers and is not part of the contract. We have complete control of it. Through post-negotiations discussions with Labor-Management, it was agreed to continue having meetings (not negotiations) regarding our making changes to this program, in order to reach our goal of having one contract and one wage in Local 405. If at any point it becomes clear that this path forward is not in the best interests of IBEW Local 405 and its membership, we will simply walk away.

Our Labor-Management team will continue the discussions with E-Board as these meetings happen and we invite any member to reach out to any of us with your questions or concerns. We are committed to transparency and the premise of giving everyone a platform to be heard. We encourage you to become a part of the discussion so that everyone has a clear and concise interpretation of the facts.

In Solidarity,

Junior Luensman

Labor Management Committee: (Negotiations Committee)

Mark Carson, Dustin Chase, Jeff Cooring, Junior Luensman, Matt Resor

Executive Board:

Dustin Chase, Jonathan Fasselius, Jimmy Jensen, Tyler Long, Kent McNally, Nick Volk

Contract Topic of the month

Cedar Rapids & Iowa City Inside Agreements

Section 3.09. (a.) On all jobs requiring four (4) workmen, one journeyman wireman shall be appointed as foreman by the Employer and shall receive six percent (6%) per hour above the journeyman wireman's rate of pay. The maximum number of workmen that a foreman can supervise shall be ten (10) workmen. When there are four (4) foremen on a job, one foreman shall be designated as general foreman and shall receive twelve percent (12%) per hour above the journeyman wireman's rate of pay. Foremen are to accept orders only from general foremen or the Employer's representative, when general foremen are employed on a job. General foremen are allowed to work with the tools and run one project at a time. General foremen are not allowed to supervise a crew.

It is further agreed that no foreman shall have charge of more than one job

On jobs having a foreman, workmen are not to take directions or orders or accept the layout of any job from anyone except the foreman or the Employer's representative.

When two or more foremen are working on the same job, the Employer shall designate to the Business Manager of Local Union #405 the foreman in charge of this job.

(IC ONLY)

(b). Each Employer is allowed to appoint one (1) General Foreman per thirty employees (30) per shop, to be designated as the Employer's representative with this General Foreman being allowed to work with the tools. The Employers will notify the Local Union with the person's name designated by the Employer.

Residential Agreement

Section 3.09. On all jobs requiring three (3) Residential Wiremen, one (1) Residential Wireman shall be appointed as Foreman by the Employer, and shall receive 10% per hour above the Residential Wireman's rate of pay. The maximum number of workmen that a Foreman can supervise shall be eight (8) workmen.

When there are four (4) Foremen on a job, one Foreman shall be designated as General Foreman and shall receive 20% per hour above the Residential Wireman's rate of pay. Foremen are to accept orders only from General Foremen or the Employer's representative, when General Foremen are employed on a job. General Foremen are not to work with the tools or supervise a crew.

It is further agreed that Foreman shall have charge of more than one (1) job, when the job consists of eight (8) men or less.

On jobs having a Foreman, workmen are not to take directions or orders or accept the layout of any job from anyone except the Foreman or the Employer's representative.

When two or more Foremen are working on the same job, the Employer shall designate to the Business Manager of Local Union #405, the Foreman in charge of this job.

VDV Agreement

Section 3.03 FOREMAN LANGUAGE

When four (4) or more workmen are employed, the employer shall appoint 1 technician as foreman.

Foreman (\$1.10 OVER JT)

COMMUNICATIONS

IOWA CITY UNIT

The Iowa City Unit meeting will be on Wednesday, May 5th at 4:30 pm. Our contract will expire later this year, plan on attending the meeting to start the discussion on the upcoming negotiations.

VDV UNIT

Do you need to brush up on your CPR and First Aid? Contact Nichole at the Hall and she can help to get you signed up. She is accredited to give you both portions of this class.

We had our first VDV unit meeting in April and are looking to make this a monthly meeting. If you are having a question on a policy, looking for BICSI credits or are looking to see faces you haven't seen in a while, please be sure to stop in. If you have a question that needs some research, contact the hall beforehand to ensure there is the proper prep involved. Unit meetings will take place on the 4th Wednesday of the month at 6:00 pm. Masks are still required. Contract books, stickers, and pens will be available to take with you.

RESIDENTIAL UNIT

There will be a regular unit meeting on Tuesday, May 25th at 4:30 pm.

WOMEN'S COMMITTEE

We are running our Apartment in a Suitcase donation drive through May 7th. All supplies and monetary donations will be taken to Foundation 2 once completed. The Fostering Futures Program Manager has sent a flyer for those interested in mentoring a foster student wanting to earn a postsecondary education. It sounds like they do not have many contacts in the trades and would love some participation. You can reach out to Amanda Cooling or Foundation 2 Crisis Services for more information.

All women under our contract should have received a letter at the end of the April with updates and upcoming events. If you did not receive that letter, please reach out to the Hall to get one and confirm they have the correct address on file. It did highlight that our meetings will now be the 4th Wednesday at 4:30 pm. If you need to bring your kids, they are welcome. Another topic covered in this letter was two guest speakers who will be joining us in June to talk about dealing with difficult people and gender bias during our June meeting.

Upcoming meetings: Local 405 Women's Committee - May 26th @ 4:30 pm, 11th District Women's Committee - May 5th @ 6:00 pm, Women In The Trades - May 6th @ 6:30pm.

RETIREES SOCIAL CLUB

The Local 405 Retirees Social Club met for its monthly luncheon meeting on Thursday, April 15th. The meeting was attended by Ray Beltramea, Bill Burke, Bill and Barb Schriever, Dennis Schissel, Ed and Karen Gibbs, Bob Hamilton, Bob Novak and Bill Hanes. 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.

RENEW

The RENEW Meetings are the first Thursday of every month at 6:00 pm via Zoom or in-person at the Hall. RENEW will be putting on events once a month over the summer. Stay tuned to the 319 Facebook page and the RENEW page.

Members in Arrears

Arrears- 44 Members

Delinquent- 9 Members

Non-Members Working- 119

Contractor	Arrears	Non-Members Working
A&B Electric	1	1
Acme Electric	3	8
BIS Industrial	1	5
CI3	0	2
ESCO Electric	3	7
Gerard Electric	2	6
Hawkeye Electric	3	22
Justice Electric	2	6
Munson Electric	1	9
Nelson Electric	4	19
Paulson Electric	4	0
PEC	0	1
Premier Electric	1	1
SE Electric	2	0
Shay Electric	0	1
Streff Electric	0	5
Tech Solutions	2	4
Trey Electric	3	7
Tri-City Electric	2	15
Out of Work	19	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



New health plan in 2021?

4 things to do

Take just a few minutes to get the most from your coverage:

- 1. Register for myWellmark® at myWellmark.com.** You'll find valuable, personalized information about your benefits, plus loads of helpful, easy-to-use tools to help you make smart health plan decisions. You may even be able to pay your Wellmark bill online through myWellmark.
- 2. While you're there, sign up for online EOBs.** Health insurance comes with a lot of paperwork. Thankfully, you can select to receive your Explanations of Benefits (EOBs) conveniently and securely online, where you'll never lose them.
- 3. Decode the jargon.** Health insurance terms can be confusing. If you're new to it, take a few minutes and head over to Wellmark.com/UnderstandInsurance to get it all straight.
- 4. Keep this number handy: 844-84-BEWELL.** When you call, you'll get fast answers to your health questions, day or night. BeWell 24/7SM is available at no cost to most Wellmark Blue Cross and Blue Shield members.*

*BeWell 24/7 is currently not covered by Wellmark's Medicare supplement plans

Knowledge is power

One of Wellmark's top priorities is to help you understand your health plan and your rights as a member so you can make the best decisions for you and your family. Visit Wellmark.com/Inform to find:

- Your rights, responsibilities and privacy.
- Topics in your plan documents, like benefits and services, your cost-share for services, plan restrictions, and how to file a claim or submit a complaint.
- How to make sure your health care services are covered, including the Claims Appeal and External Review Process.
- How to save on prescription drugs and information about pharmacy procedures, like drugs that require prior approval and quantity limits.
- How Wellmark evaluates new technology for inclusion as a covered benefit.
- Our commitment to quality care and service.
- Care management programs like Advanced Care.
- Wellmark's statement about incentives related to coverage decisions.

Find this and more at Wellmark.com/Inform or call the Customer Service number on your Wellmark ID card to get answers to your questions or printed documents.



Turning 65 in 2021?

Now is the time to consider your health care options. Medicare eligibility begins at age 65, and signing up on time can help you avoid penalties later. If you're working past age 65, you get a bit more flexibility. Learn more at Wellmark.com/WorkingPast65

75%

That's the percentage of people who rated a virtual visit as good or better than an in-person visit with a doctor. Virtual visits are on the rise, especially due to the pandemic. A virtual visit through Doctor On Demand® allows you to stay at home and visit a doctor face-to-face via your smartphone, tablet or laptop. To see if you have coverage, log in to myWellmark.com and select "Find Care."

Source: American Journal of Managed Care

➔ **Got questions? Let us answer them! Just send your questions to Blue@Wellmark.com**

DIY Power Cups

A little food prep once a week will give your mornings momentum

The latest trend to hit grocery store shelves is the microwavable breakfast-in-a-cup. These convenient, disposable cups boast a nourishing, instant breakfast that isn't the same-old packet of brown sugar oatmeal. You add eggs, milk or water, and pop it in the microwave. In a minute or two, you have a warm, satisfying, protein-packed breakfast.

If you like the idea of nutrition in a cup, it's more nutritious to make your own. And, you'll avoid the hefty price tag and unnecessary packaging included with the grocery-store version. With a little prep work, you will have a mix of menu options to choose from each morning.



Find more easy breakfast ideas at [Wellmark.com/Blue](https://www.wellmark.com/blue), including blueberry muffins in a mug, broccoli and cheese egg cups, and black bean breakfast bowls.



Flapjack power cups

Makes 7 servings

Food prep ingredients:

- 1 cup quick rolled oats
- 1½ cups whole wheat flour
- 1 cup vanilla-flavored whey protein powder
- 1 tbsp brown sugar
- 1 tbsp baking powder
- ½ tsp salt

Wet ingredients, used later:

- ¼ cup milk (per serving)
- 1 egg (per serving)

To make the dry mix: In a blender or food processor, pulse the oats until you get a rough flour texture. Combine the oat flour with the rest of the dry ingredients. Store in a sealed container.

To make the power cups: In a microwavable bowl or jar, whisk together ½ cup of dry mix with ¼ cup of milk (or milk substitute) and one whisked egg. Microwave on high for 60 seconds. Add 10–15 seconds if wet spots are dime-sized or larger.

Serving suggestion: Top with banana slices, maple syrup, walnuts, strawberries and cinnamon.

Nutrition facts (without toppings): 275 calories, 9g fat (2g saturated fat), 211mg cholesterol, 290mg sodium, 35g carbohydrate, 4g sugars, 4g fiber, 24g protein





On-the-go oats

Makes 6 servings

Ingredients:

4 cups water
 1 $\frac{2}{3}$ cup steel-cut oats
 Pinch of salt

Prep work: In a medium saucepan, bring the oats, water and salt to a boil. Simmer for three minutes, then remove from heat. Let stand, uncovered, at room temperature for about 10–20 minutes. Pour about $\frac{2}{3}$ cup of oats into six pint-sized mason jars with lids. Allow to cool, then seal and refrigerate overnight. Store for up to a week in the refrigerator.

To prepare: Take the cap off one jar and stir the oatmeal. Microwave for two to three minutes, or until hot. Then, add a teaspoon or more of additional milk or water until you reach your preferred consistency. Add desired toppings.

Serving suggestion: Top with fresh berries, sliced almonds, granola and cinnamon.

Nutrition facts (without toppings): 150 calories, 2.5g fat (.5g saturated fat), 0mg cholesterol, 30mg sodium, 27g carbohydrate, 0g sugars, 4g fiber, 5g protein



Turkey sausage scrambles

Makes 6 servings

INGREDIENTS:

1 $\frac{1}{2}$ cups pre-cooked potatoes (hash browns or diced potatoes)
 1 $\frac{1}{2}$ cups pre-cooked turkey sausage, crumbled
 1 $\frac{1}{2}$ cups cheddar cheese, shredded
 1 $\frac{1}{2}$ cups chopped veggies, such as onions, mushrooms or chopped bell peppers (optional)
 12 eggs (2 eggs per serving)

In the order listed, layer $\frac{1}{4}$ cup of each ingredient (except for the eggs) into six pint-size glass mason jars (or microwave-safe dishes). Seal and store in the refrigerator for up to one week. When ready to cook, lightly whisk two eggs and pour into the jar. Microwave, uncovered, for one minute and give the eggs a quick stir. Microwave an additional one to two minutes until the eggs are thoroughly cooked. Let sit for one minute before removing from the microwave. Caution: Jar and eggs will be hot.

Serving suggestion: Top with chopped tomatoes, scallions, cilantro or salsa.

Nutrition facts (without toppings or optional ingredients): 300 calories, 20g fat (8g saturated fat), 422mg cholesterol, 580mg sodium, 13g carbohydrate, 0g sugars, 0g fiber, 25g protein

Photography by Bill Nellans, Food stylist
 and props by Jennifer Nellans

IBEW Local 405

1211 Wiley Blvd, SW

Return Service Requested

Non-Profit Organization

U.S. Postage PAID

