



INTERNATIONAL BROTHERHOOD

^{of} ELECTRICAL WORKERS LOCAL UNION # 405

CEDAR RAPIDS/IOWA CITY
MAY 2022

IN THIS ISSUE

PG. 2

Calendar

PG. 3

Business Manager Report

PG. 4

Contract Topic of the Month

PG's. 5-6

Unit Communications

PG. 7

Membership Status

PG's. 8-9

Benefit Communications

Announcements

Hawkeye Area Labor Council AFL-CIO

Sponsored Flight: May 17th

The Eastern Iowa Honor Flight would like to invite you to the “Welcome Home Celebration” that will take place upon the Honor Flight’s return to Cedar Rapids on Tuesday, May 17, 2022! The flight will arrive at the Eastern Iowa Airport at approximately 8:30 pm. Please join the “Hawkeye Area Labor Council AFL-CIO” for festivities as the Veterans enter the terminal. We hope to provide a welcome home that many of them never received after returning from war. Parking will be free if you pick up a ticket inside the airport terminal at the information kiosk.

Solidarity Across Differences

May 11, 2022

5:30 pm - 7:30 pm

IBEW Local 405 Hall

To register email Rick Moyle at:

rmoyle@hawkeyelabor.us

Dinner will be provided

MAY 2022

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4 Iowa City Unit Meeting 4:30 pm	5 RENEW Meeting 6:00 pm Iowa Women in the Trades 6:30 pm (Zoom)	6	7
8	9	10 11th District Women's Committee Meeting 6:00 pm	11 E-Board Meeting 6:00 pm	12	13	14
15	16	17 Honor Flight Welcome Home Celebration 8:30 pm at the airport	18 General Meeting 6:00 pm	19 Retirees Luncheon	20	21
22	23	24	25	26	27	28
29	30 Memorial Day (Holiday)	31 Retirees Newsletter at the Hall				

BUSINESS MANAGER REPORT

Brothers and Sisters,

Have you ever wondered how union rights for state/local public sector, industrial, building trades, and federal unions are similar and different? What can we learn about these differences so that each sector understands other unions and their legal obligations spelled out in the collective bargaining agreements? Join the University of Iowa Labor Center, the Hawkeye Area Labor Council, and the Federation of Labor as they present "Solidarity Across Differences" on Wednesday, May 11th at the IBEW 405 Union Hall from 5:30 to 7:30 pm, dinner will be provided. This two-hour workshop is designed to build brotherhood and solidarity between the different sectors by educating union members about how the different unions operate.

The City of Cedar Rapids moved forward with the sale of the land at the corner of 1st Ave and 1st Street, the location originally slated for a casino. This will be the site of the Kingston Landing project, which includes: Big Grove Brewery, a theater/auditorium, restaurants, a parking garage, a hotel, townhomes, apartments, and retail/commercial space. The project is in the planning and schematic phase right now and will advance to design and development in the next few months. Preliminary estimates for the project are in the range of \$65-100 million and it is anticipated that some of the work will begin this summer.

The University of Iowa Hospital in North Liberty has been underway for several months, and the bid package for the electrical is set to be released in May. Currently, we have a signatory contractor that is assisting with various electrical needs on the site and it is anticipated that we will be doing the work, however, nothing has been signed yet. This is a \$425 million project that will have its own central utility plant on-site and is scheduled to last 32 months.

We currently have 163 non-members that are working for our employers. They consist of apprentices, unindentured apprentices, helpers, book 4's, and those who 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.

Local 405 has endorsed President Jeff Cooling for House District 77 and Brother Joe Zahorik, Ironworkers Local Union 89, for Senate District 39. It is important that we do everything we can to help them get elected. They will need volunteers to put up yard signs, door knock, and phone bank. Just as important, fundraising is a vital part of helping them get elected. As they have fundraising events, we will post them on the website and social media. If you are wanting to contribute to their campaign funds, visit their Facebook pages, Jeff Cooling for Iowa House District 77 and Joe Zahorik for Senate District 39.

In Solidarity,

Junior Luensman

CONTRACT TOPIC OF THE MONTH

There has been a lot of discussion lately about the 4-10 shift language in our contract. The 4-10 shift is an agreement to work four 10 hour days for straight time with a 3-day weekend. Under the 4-10 schedule, Friday's are reserved for a weather make-up day or if a holiday falls during that week, it is not for overtime. If the job that is working the 4-10 shift starts working 5 days a week, or more, you are no longer working 4-10's and the pay structure goes back to the traditional 8-hours of straight time and 2-hours of overtime. The VDV contract does allow 4-10 jobs to work either Monday - Thursday or Tuesday - Friday.

Cedar Rapids Inside, Iowa City Inside, Residential

Section 3.01. (c.) When job conditions require or when mutually agreed between the employers and employees, the contractor may work four (4-10) ten-hour shifts Monday – Thursday, with a voluntary weather make-up day on Friday.

If a recognized holiday falls during the pay week, with the employer's 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

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 (10) hour workweek. This work week will be specified in written 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, May 4th at 4:30 pm.

VDV UNIT

DAS: What is it?

With all of the modern and energy efficient building materials being used, companies are finding that workers are not getting very good cell phone coverage. This is not only a problem for staff who can't take a call but for any first responders that need to use radios during an emergency. To help combat this issue, contractors can install a Distributed Antenna System, also know as DAS. DAS can be broken into two main sectors, cellular and public safety. The systems require at least one antenna to be installed on the roof and a cabling system inside the building will redistribute the radio frequency, often through coax, to interior antennas. The need for a DAS system will often be tested once finishes are being installed to get an accurate reading. The license for these systems are being regulated by the FCC and is an electrical system to watch with the growing demand for cellular data.

RENEW

The RENEW meetings are the first Thursday of every month at 6:00 pm. This month, the first Thursday falls on May 5th. These meetings are held at the Cedar Rapids Hall and via Zoom.

Join us in the back room of Union Station on May 26th at 5:00 pm for Solidarity Night. Hang out, have fun, and wear red!

We will be looking for volunteers to help with renovations at Indian Creek Nature Center's new educational farm. If that interests you, please reach out to the Hall or contact anyone from RENEW.

WOMEN'S COMMITTEE

We are looking for anyone wanting to participate in a book club for *Rages Becomes Her* by Soraya Chemaly. This author uses statistics, history, and interviews to explain and justify women's anger with societal expectations and how to harness that into change. Check it out and reach out to Amanda Cooling or the Facebook page if you're interested.

We are doing a donation drive for students graduating out of the foster care system. Our goal is to focus on cleaning products/toiletries. Donations will be taken to Foundation 2 in June. They remember us from last year so let's show them some great support again! Foundation 2 has also extended an invitation for us to mentor their young adults. These individuals may not have the ability to attend normal job fairs in high school and it would be a great opportunity to help them get on their feet faster. If you are interested, let the Hall know or reach out to Amanda Cooling.

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!

ANNUAL FOSTER STUDENT DONATION DRIVE

APRIL & MAY 2022



The Women's Committee is doing a donation drive again for students graduating out of foster care. Often these kids have to start on their own with nothing so Foundation 2 accepts donations to help them out.

Bring any new cleaning product, sponge, brush, or toiletry item to the Local 405 hall to be donated in June.

If you would like to help guide youth in the program, they are looking for mentors for the Fostering Higher Education program.

Clare Dieter would love to hear from you
(cdieter@foundation2.org).

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): 13 members

Arrears (1-day to 3 months late): 59 Members

Contractor	Arrears/Delinquent	Non-Members Working	Total Number of Employees
A&B Electric	1	2	8
Acme Electric	4	8	95
Baker Electric	1	0	1
Baker Group	1	2	10
BIS Industrial	2	2	29
CI3	2	2	12
CORD Electric	0	1	2
Dependable	0	0	3
ESCO Electric	6	12	132
Gerard Electric	4	10	28
Hawkeye Electric	8	52	116
Justice Electric	1	3	14
Munson Electric	7	13	138
Nelson Electric	3	19	47
Paulson Electric	2	6	30
PEC	0	1	4
Premier Electric	2	2	14
SE Electric	1	0	5
Shay Electric	0	2	5
Streff Electric	1	3	18
Tech Solutions	2	4	9
Trey Electric	2	9	21
Tri-City Electric	6	10	42
Not on referral	16		

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		
March	114,303		
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		
Total	1,752,434	126,627.13	(5,759.47)

Health & Welfare Balances

	H & W Balance	HRA Balance	Dollar Bank Balance	Months in Reserve
December 2021	\$20,246,221.35	\$654,5434.80	\$1,232,752.81	12.4
January 2022	\$19,291,081.93	\$6,569,066.57	\$1,232,752.81	11.5
February 2022	\$19,039,817.27	\$6,629,243.13	\$1,226,150.03	11.2

****Go to our website to fill out the survey for considerations regarding changing the monthly hours worked requirements to fully fund Health Premiums.****

During the course of the last couple years there have been discussions about the desire to lower the number of hours worked in a month to build HRA accounts and to cover the health insurance premiums. Below are the numbers that our consultants put together that give a breakdown on the cost for a reduction of hours. The survey results are needed by the Trustees if this is something that the membership wants to continue to explore or make a reality.

Current hour requirement: 152 hours per month/1,824 hours per year
35.077 hours per week based on 52 weeks
(vacation, sick time, and holidays not accounted for)

152 hours (35.07 hours per week)	\$7.00 per hour
142 hours (32.76 hours per week)	\$7.49 per hour
132 hours (30.46 hours per week)	\$8.06 per hour
122 hours (28.15 hours per week)	\$8.72 per hour

Reducing the hours required to fully fund the health premiums would:

1. Allow those who are working fewer hours to fund their premium and use less of their HRA/Dollar Bank
2. Increase the accumulated HRA balances for those working more hours
3. Require an increased hourly contribution rate by taking money off the check
4. Increased HRA balances may allow some members to retire earlier because they have sufficient HRA balances to fund their premiums and use their HRA for qualified expenses after age 65
5. Sufficient HRA balances will afford members the security of maintaining health insurance coverage during times of unemployment, accidents or injuries

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

RETURN SERVICE REQUESTED

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