

# 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

PG's. 7-9 Bonefit Communication

Benefit Communications

# IBEW 405

# CEDAR RAPIDS/ IOWA CITY

OCTOBER 2021

### **Special Events in October**

- October 3rd: Especially for You Walk and Run: Local 405 has a team participating this year and custom shirts for sale at the Hall. It's too late to sign up, if you haven't already, but keep it in mind for next year.
- October 5th & 7th: Unions Past, Present and Future educational event by Hawkeye Labor Council and the Iowa Federation of Labor. This is a free event and starts at 5:30 pm both nights, at the Hall.
- October 14th: Robert's Rules Interactive Session by the Local 405 Women's Committee and RENEW, for all IBEW Members. This event starts at 6:00 pm at the Hall



# October 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
Especially for You Walk 8:30 am		Unions Past, Present & Future Event 5:30 pm at the Hall	Iowa City Unit Meeting 4:30 pm	Iowa Women in the Trades 6:30 pm (Zoom) Unions Past, Present & Future Event 5:30 pm		RENEW Tree Planting 9:00am Delaney Park
10	11	12	13	at the Hall	15	16
			E-Board Meeting 6:00 pm 11th District Women's Committee Meeting 6:00 pm	Robert's Rules interactive session & RENEW Meeting 6:00 pm		
7	18	19	20 General Meeting 6:00 pm	21 Retirees Luncheon 11:30 am Union Station	22	23
24	25	26	27 405 Women's Committee Meeting	28	29 Retirees Newsletter at the Hall	30
31						

## **BUSINESS MANAGER REPORT**

Brothers and Sisters,

We are fast approaching the November 2, 2021 Municipal Government and school board elections. Also included are Ballot Measures for a Gambling Referendum in Cedar Rapids and an extension to the 1% local option sales tax in the CR Metro Area. Most of us will vote in person, some of us will vote by mail, but too many of us will not vote at all. We want to do our part to make sure that every eligible voter is able to have their voice heard in the upcoming local elections and we are encouraging you to register to vote. We are also asking you to join us in helping get the candidates that support labor issues elected in November. During the month of October, there will be volunteer opportunities throughout our jurisdiction putting up yard signs, phone banking and door knocking. If you are able to dedicate some time to help out our cause, let us know. We will post campaign drives on the website as they are scheduled.

\_\_\_\_\_

NextEra Energy has submitted their applications for the Duane Arnold Solar Project with the Iowa Utilities Board and with the Linn County Supervisors. The next step in this process will be a series of Public Informational Meetings and Board Meetings that will determine if this project gets approved to be built. NextEra has verbally committed to Building Trades that they will use Union contractors with a multi-trade agreement to build this project an will have something in writing prior to the first public meeting. 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. This project is projected to employ 500 to 700 construction workers for over a year and the economic impact that it will have in Linn County will last for decades to come. The Cedar Rapids Metro Economic Alliance, which is responsible for recruiting new businesses and corporations to the area, has conveyed that the criteria that most companies require of an area before they will even consider it as a candidate for their company is the localities commitment to renewable energy. If we don't build it, they won't come.

As these Public Informational Meetings and Board Meetings get scheduled, we will be calling upon our members to 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.

In Solidarity,

Junior Luensman

### **Organizing Report**

We are in the process of conducting a major organizing campaign to meet the manpower needs of our Local. Beginning Tuesday, October 4th through Thursday, October 8th, we will be mapping non-union jobsites in our jurisdiction. This will be followed up with blitzing the jobsites beginning on Tuesday, October 18th, and concludes with the Industry Night on Thursday, October 21st. We are relying on the assistance of volunteers to ensure that this is a successful campaign. If you are able to dedicate some time or have any questions about the process, feel free to give us a call.

# **Contract Topic of The Month**

Ce	dar Rapids Inside	Iowa City Inside				
Section 5.12.		Section 5.12.				
apprentice(s) fo	nall be allowed a ratio of 3 r every 3 Journeyman , or fraction thereof.	11 ř	all be allowed a ratio of 2 every 3 Journeyman			
Number of Journeymen	Maximum Number of Apprentices/ Unindentured	Number of Journeymen	Maximum Number of Apprentices/ Unindentured			
1	3	1 to 3	2			
2	3	4 to 6	4			
3	3	Etc.	Etc.			
4	6					
5	6		Residential			
6	6		Kesidentiai			
7	9	Section 5.08.				
8	9	Though the JATC cannot guarantee any number of apprentices, any employer signatory to this agreement shall be entitled to a ratio of two (2) apprentices to one (1) Residential Wireman on any job.				
9	9					
10	12					
		11				

### VDV

Section 9.11.

While no participating employer is guaranteed any number or ratio of apprentices, the JATC or subcommittee shall make every effort to meet such needs within the allowable ratio. The allowable ration shall be one to one (1 to 1) for apprentices to technicians.



# 

### \_\_\_\_\_ COMMUNICATIONS

The Iowa City Unit meeting will be on Wednesday, October 6th at 4:30 pm. Our contract will expire later this year, plan on attending the meeting to start the discussion on the upcoming negotiations.

### WOMEN'S COMMITTEE

This month we will be participating in the breast cancer walk on October 3rd and a big thank you to those who have signed up. We will pick a meeting spot when we get closer for those who want to walk as a team/take a photo. There are breast cancer shirts to purchase at the Hall - smalls and mediums were ordered! Another event going on will be the Robert's Rules 101 event on October 14th at the Hall. Be sure to attend to brush up on the meeting processes and some practice. This will help anyone feel more comfortable speaking and participating in our local meetings. We are looking to host a special event on traveling protocols so please reach out to Amanda or the Facebook page and let me know a preferred day and time. Child attendance is not a problem.

The 11th District Women's Committee will be doing a raffle of IBEW swag at the end of the month. Big thank you for approving a budget to donate items. More details to come on purchasing tickets.

Iowa Women in the Trades - we were able to highlight the work of this meeting and the JATC at the end of September for the Iowa Women's Foundation. This short video will be presented at their annual dinner about why to support this organization and the work that they do. Big thank you to the JATC staff for letting us take over the facility for the morning. Next meeting we will be including information for Lean In Circles and specialized content to help women in trades grow.

Upcoming meetings: Iowa Women in the Trades - October 7th @ 6:30 pm. 11th District Women's Committee - October 13th @ 6:00 pm. Local 405 Women's Committee meeting - October 27th.

### RENEW

Join us for a night of Robert's Rules Being a new member or even someone who hasn't attended in a while, the process can be confusing and intimidating. RENEW and the Women's Committee will be hosting a small informative session to help you understand some of the basic rules and how you can participate. This event will take place on October 14th at 6:00 pm, following any RENEW announcements.

Help us plant trees at Delaney Park from 9:00 am to 1:00 pm on October 9th. Rain day is planned for October 10th.

The RENEW Meetings are the first Thursday of every month at 6:00 pm via Zoom or in-person at the Hall. All Electrical Workers under the 405 Contracts are welcome to attend. This month only, RENEW will have their meeting on October 14th,

### JATC TRAINING CENTER NEWS

\*\*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.

Masks are currently required for attending JW classes!

Find us on

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

### 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.



	Mer	nbers in Ar	cears
<u>rrears</u> - 46 Members			
elinquent- 3 Members			
on-Members Working- 1	153		
Contractor		Arrears	Non-Members Working
A&B Electr	ric	0	2
Acme Elect	ric	2	9
Baker Elect	ric	1	0
Baker Grou	ıp	0	6
BIS Industr	rial	0	3
CI3		0	2
Dependabl	e	0	0
ESCO Elect	tric	2	14
Gerard Ele	ctric	1	9
Hawkeye I	Electric	4	32
Justice Elec	etric	2	6
Munson El	ectric	4	11
Nelson Ele	ctric	1	21
Paulson El	ectric	2	5
PEC		0	1
Premier Ele	ectric	1	0
SE Electric		1	2
Shay Electr	ric	1	2
Streff Elect	ric	1	3
Tech Soluti	ons	0	4
Trey Electr	ic	1	8
Tri-City Ele	ectric	4	13
Out of Wor	:k	21	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

### What's The Deal With Delta?

Over the course of the pandemic, SARS-COV-2 has mutated several times as it continues to spread around the world. The latest mutation, which is now the main source of infection in the United States, is know as the Delta variant.

According to the Centers for Disease Control, www.cdc.gov, the Delta variant is two times more infections than previous variants and has spread rapidly amongst unvaccinated populations. Vaccinated individuals can still catch and spread the virus to others, but breakthrough cases are still rare. To help reduce the spread of this particular variant, the CDC recommends both doses of the vaccine – which is highly effective in preventing severe cases and hospitalization – in addition to other preventive measures previously used, including wearing masks indoors and maintaining proper social distance.



### City/School Election to be held Nov. 2, absentee ballot request period now open

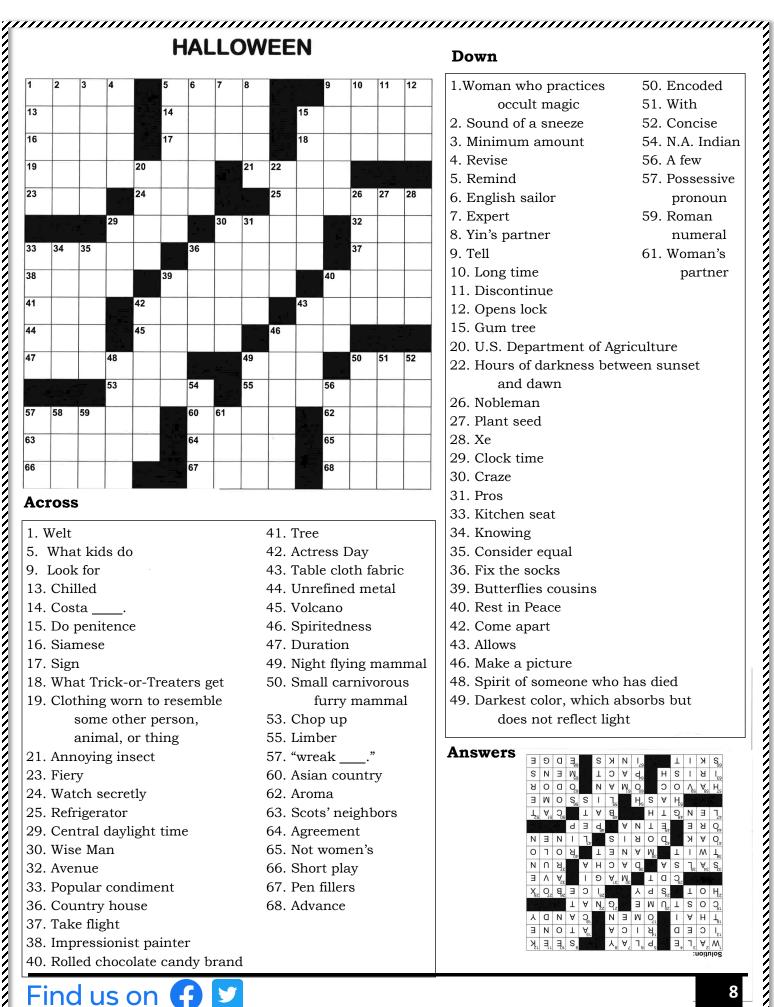
Just because it's an odd-numbered year doesn't mean that there isn't an election this year. This fall, voters will turn out on November 2 for the City/School Election. With changes in 2021 Code, we wanted to highlight some important things to remember:

If you want to vote by mail you'll need to request your ballot by Monday, October 18 and return it to your county auditor by 8PM on November 2.

You can vote in-person at your county auditor's office through Monday, November 1 and polls will be open 7AM-8PM on Election Day.

For more info, visit https://voterready.iowa.gov.

33       34       35       39       36       1       40       37         38       41       42       42       43       40         44       45       46       43       50         57       58       59       54       55       56         57       58       59       60       61       62         66       61       64       65       66         66       67       68       68         7       58       59       66       67       68         66       1       64       1       65       66         66       1       1       65       66       67       1       66         7       58       59       66       67       1       66       67         1. Welt       41. Tree       68       44       10       66       68       10         1. Welt       41. Tree       43. Table cloth       43. Table cloth       11       10       66       10       10       10       10       10       10       10       10       10       10       10       10       10       10       10		Down		
16       17       17       21       21       22       2       26         19       20       24       20       30       31       25       26       32         33       34       35       24       30       31       21       25       26       32         33       34       35       2       39       36       2       40       37         38       2       2       2       2       2       40       37         38       2       45       2       2       43       2       40       40         41       2       45       2       2       49       2       40       50         47       48       2       2       2       49       2       50       50         57       58       59       2       66       61       2       50       50         66       2       53       2       54       55       2       56       5         50       59       2       664       2       2       665       66       5         1       Welt       41       Tree	11 12	1.Woman who practices	50. Encoded	
19       10       10       20       20       21       22       20       21       22       20       26         23       20       29       24       20       30       31       21       22       26       32         33       34       35       20       39       30       31       21       20       37         38       20       20       39       36       20       30       31       20       37         38       20       20       39       20       20       40       20       37         41       20       20       42       20       20       46       20       50         44       20       20       45       20       20       46       20       50         57       58       59       20       60       61       20       62       66         66       20       20       66       20       20       66       66       20       66       66       55       20       66       56       56       56       56       56       56       56       56       56       56       56	$\left  - \right $	occult magic	51. With	
19       10       10       20       10       21       22       21       22       25       26       32         33       34       35       29       20       30       31       21       25       26       32         33       34       35       29       20       36       20       20       30       31       20       32         33       34       35       20       39       20       20       43       20       37         38       20       42       20       20       20       43       20       37         44       20       45       20       20       49       20       43       20         47       48       20       20       60       61       20       62       66         63       59       20       64       20       66       10       20       66         1       Welt       41       Tree       42       42       20       66       10       20       66         50       53       54       54       55       10       65       56       56       56       56 <td></td> <td>2. Sound of a sneeze</td> <td>52. Concise</td>		2. Sound of a sneeze	52. Concise	
23       24       25       25       26         23       34       35       39       30       31       37         38       35       39       36       30       31       37         38       42       30       31       43       40       41         44       45       42       48       49       43       50         47       48       54       55       56       56         57       58       59       60       61       62       62         63       64       64       66		3. Minimum amount	54. N.A. Indi	
29       29       30       31       30       31       32         33       34       35       39       36       30       31       37         38       41       42       39       46       43       40         41       42       53       54       55       50       56       56         57       58       59       54       55       50       56       56         66       59       60       61       56       68       68         66       64       55       50       68       68         7       58       59       60       61       56       68         66       64       55       5       5       56       68         7       58       59       60       61       56       66         66       64       55       5       5       56       68         7       58       59       60       61       56       66         66       64       41. Tree       56       68       56         1       Welt       41. Tree       41. Unrefined n       14. Onstain (anni) <td></td> <td>4. Revise</td> <td>56. A few</td>		4. Revise	56. A few	
29       29       30       31       30       31       32         33       34       35       39       36       30       31       37         38       41       42       39       46       43       40         41       42       53       54       55       50       56       56         57       58       59       54       55       50       56       56         66       59       60       61       56       68       68         66       64       55       50       68       68         7       58       59       60       61       56       68         66       64       55       5       5       56       68         7       58       59       60       61       56       66         66       64       55       5       5       56       68         7       58       59       60       61       56       66         66       64       41. Tree       56       68       56         1       Welt       41. Tree       41. Unrefined n       14. Onstain (anni) <td>27 28</td> <td>5. Remind</td> <td>57. Possessiv</td>	27 28	5. Remind	57. Possessiv	
33       34       35       39       36       37         38       34       35       39       36       37         38       41       42       39       46       43       40         44       42       45       49       46       50       50         47       48       54       55       50       56       50         57       58       59       54       55       50       662       663         66       67       64       55       50       668       668       668         66       67       68       668	21 20	6. English sailor	pronoun	
38       1       1       39       1       1       40         41       1       42       1       1       43       1         44       1       48       1       54       55       1       1       56         57       58       59       1       60       61       1       56       56         66       1       1       54       55       1       62       1         63       1       1       64       1       1       66       66         66       1       1       1       1       66       66       66         1. Welt       41. Tree       66       66       66       66       66       66         1. Welt       41. Tree       41. Tree       66		7. Expert	59. Roman	
38       1       1       39       1       1       40         41       1       42       1       1       43       1         44       1       48       1       54       55       1       1       56         57       58       59       1       60       61       1       56       56         66       1       1       54       55       1       62       1         63       1       1       64       1       1       66       66         66       1       1       1       1       66       66       66         1. Welt       41. Tree       66       66       66       66       66       66         1. Welt       41. Tree       41. Tree       66		8. Yin's partner	numeral	
41       42       45       49       43       50         47       48       53       54       55       56       50         57       58       59       60       61       62       66         66       64       64       66       66       66       66         66       67       68       66       66       66       66         7       58       59       60       61       66       65       66         66       67       68       68       68       66		9. Tell	61. Woman's	
44       48       45       49       50         47       48       54       55       56         57       58       59       60       61       62         63       64       64       66       65       68         66       67       68       68       68         66       67       68       68       68         7       58       59       67       68       68         66       61       64       65       68       68         66       61       64       65       68       68         7       58       59       67       68       68       68         66       1       64       67       68       68       68         7       58       67       41. Tree       68 </td <td></td> <td>10. Long time 11. Discontinue</td> <td>partner</td>		10. Long time 11. Discontinue	partner	
47       48       54       55       56       56         57       58       59       60       61       62       63         66       66       67       68       65       66         66       67       68       68       68         7       58       59       67       68       65         66       67       68       68       68       68         7       7       7       68       66       66       66         66       67       41.       68       68       68         7       7       7       7       68       66       66       66         66       41.       7       68       <				
47       48       54       55       56       56         57       58       59       60       61       62       63         66       66       67       68       65       66         66       67       68       68       68         7       58       59       67       68       65         66       67       68       68       68       68         7       7       7       68       66       66       66         66       67       41.       68       68       68         7       7       7       7       68       66       66       66         66       41.       7       68       <		12. Opens lock 15. Gum tree		
57       58       59       50       60       61       62       63         66       67       67       68       65       68         7       58       59       67       66       65       66         66       67       67       68       68       68         Across         1. Welt       41. Tree         5. What kids do       42. Actress Day         9. Look for       43. Table cloth         13. Chilled       44. Unrefined m         14. Costa       45. Volcano         15. Do penitence       46. Spiritedness         16. Siamese       47. Duration         17. Sign       49. Night flying         18. What Trick-or-Treaters get       50. Small carning         19. Clothing worn to resemble some other person, animal, or thing       55. Limber         21. Annoying insect       57. "wreak		20. U.S. Department of Agr	riculture	
57       58       59       60       61       62         63       64       65       65         66       67       68       65         66       67       68       68         Across       67       68       68         Across       41. Tree       68         1. Welt       41. Tree       68         5. What kids do       42. Actress Day         9. Look for       43. Table cloth 13.         13. Chilled       44. Unrefined m         14. Costa       45. Volcano         15. Do penitence       46. Spiritedness         16. Siamese       47. Duration         17. Sign       49. Night flying         18. What Trick-or-Treaters get       50. Small carniv         19. Clothing worn to resemble some other person, animal, or thing       53. Chop up         13. Fiery       60. Asian count         21. Annoying insect       57. "wreak         23. Fiery       60. Asian count         24. Watch secretly       62. Aroma         25. Refrigerator       63. Scots' neigh         29. Central daylight time       64. Agreement         30. Wise Man       65. Not women'         32. Avenue	51 52	20. U.S. Department of Agr 22. Hours of darkness betw		
57       58       59       60       61       62         63       64       65       65         66       67       68       65         66       67       68       68         Across       67       68       68         Across       41. Tree       68         1. Welt       41. Tree       68         5. What kids do       42. Actress Day         9. Look for       43. Table cloth 13.         13. Chilled       44. Unrefined m         14. Costa       45. Volcano         15. Do penitence       46. Spiritedness         16. Siamese       47. Duration         17. Sign       49. Night flying         18. What Trick-or-Treaters get       50. Small carniv         19. Clothing worn to resemble some other person, animal, or thing       53. Chop up         13. Fiery       60. Asian count         21. Annoying insect       57. "wreak         23. Fiery       60. Asian count         24. Watch secretly       62. Aroma         25. Refrigerator       63. Scots' neigh         29. Central daylight time       64. Agreement         30. Wise Man       65. Not women'         32. Avenue		and dawn	veen sunsel	
63       64       64       65         66       67       68         7       66       68         66       67       68         7       67       68         7       67       68         8       67       68         8       67       68         9       100 for       41. Tree         5. What kids do       42. Actress Day         9. Look for       43. Table cloth         13. Chilled       44. Unrefined m         14. Costa       45. Volcano         15. Do penitence       46. Spiritedness         16. Siamese       47. Duration         17. Sign       49. Night flying         18. What Trick-or-Treaters get       50. Small carniv         19. Clothing worn to resemble       furry ma         some other person,       53. Chop up         animal, or thing       55. Limber         21. Annoying insect       57. "wreak         23. Fiery       60. Asian count         24. Watch secretly       62. Aroma         25. Refrigerator       63. Scots' neigh         29. Central daylight time       64. Agreement         30. Wise Man       65. Not		26. Nobleman		
666768Across1. Welt41. Tree5. What kids do42. Actress Day9. Look for43. Table cloth13. Chilled44. Unrefined m14. Costa45. Volcano15. Do penitence46. Spiritedness16. Siamese47. Duration17. Sign49. Night flying18. What Trick-or-Treaters get50. Small carniv19. Clothing worn to resemble some other person, animal, or thing53. Chop up21. Annoying insect57. "wreak23. Fiery60. Asian count24. Watch secretly62. Aroma25. Refrigerator63. Scots' neigh29. Central daylight time64. Agreement30. Wise Man65. Not women'32. Avenue66. Short play33. Popular condiment67. Pen fillers36. Country house68. Advance37. Take flight53. Chop up		27. Plant seed		
666768Across1. Welt41. Tree5. What kids do42. Actress Day9. Look for43. Table cloth13. Chilled44. Unrefined m14. Costa45. Volcano15. Do penitence46. Spiritedness16. Siamese47. Duration17. Sign49. Night flying18. What Trick-or-Treaters get50. Small carniv19. Clothing worn to resemble some other person, animal, or thing53. Chop up21. Annoying insect57. "wreak23. Fiery60. Asian count24. Watch secretly62. Aroma25. Refrigerator63. Scots' neigh29. Central daylight time64. Agreement30. Wise Man65. Not women'32. Avenue66. Short play33. Popular condiment67. Pen fillers36. Country house68. Advance37. Take flight53. Chop up		28. Xe		
Across1. Welt41. Tree5. What kids do42. Actress Day9. Look for43. Table cloth 113. Chilled44. Unrefined m14. Costa45. Volcano15. Do penitence46. Spiritedness16. Siamese47. Duration17. Sign49. Night flying18. What Trick-or-Treaters get50. Small carniv19. Clothing worn to resemble some other person, animal, or thing53. Chop up21. Annoying insect57. "wreak23. Fiery60. Asian count24. Watch secretly62. Aroma25. Refrigerator63. Scots' neigh29. Central daylight time64. Agreement30. Wise Man65. Not women's32. Avenue66. Short play33. Popular condiment67. Pen fillers36. Country house68. Advance37. Take flight53. Chop up		29. Clock time		
1. Welt41. Tree5. What kids do42. Actress Day9. Look for43. Table cloth13. Chilled44. Unrefined m14. Costa45. Volcano15. Do penitence46. Spiritedness16. Siamese47. Duration17. Sign49. Night flying18. What Trick-or-Treaters get50. Small carnin19. Clothing worn to resemble some other person, animal, or thing53. Chop up21. Annoying insect57. "wreak23. Fiery60. Asian count24. Watch secretly62. Aroma25. Refrigerator63. Scots' neigh29. Central daylight time64. Agreement30. Wise Man65. Not women's32. Avenue66. Short play33. Popular condiment67. Pen fillers36. Country house68. Advance37. Take flight53. Country house		30. Craze		
1. Welt41. Tree5. What kids do42. Actress Day9. Look for43. Table cloth13. Chilled44. Unrefined m14. Costa45. Volcano15. Do penitence46. Spiritedness16. Siamese47. Duration17. Sign49. Night flying18. What Trick-or-Treaters get50. Small carnin19. Clothing worn to resemble some other person, animal, or thing53. Chop up21. Annoying insect57. "wreak23. Fiery60. Asian count24. Watch secretly62. Aroma25. Refrigerator63. Scots' neigh29. Central daylight time64. Agreement30. Wise Man65. Not women's32. Avenue66. Short play33. Popular condiment67. Pen fillers36. Country house68. Advance37. Take flight53. Country house		31. Pros		
5. What kids do42. Actress Day9. Look for43. Table cloth i13. Chilled44. Unrefined m14. Costa45. Volcano15. Do penitence46. Spiritedness16. Siamese47. Duration17. Sign49. Night flying18. What Trick-or-Treaters get50. Small carniv19. Clothing worn to resemblefurry masome other person,53. Chop upanimal, or thing55. Limber21. Annoying insect57. "wreak23. Fiery60. Asian count24. Watch secretly62. Aroma25. Refrigerator63. Scots' neigh29. Central daylight time64. Agreement30. Wise Man65. Not women's32. Avenue66. Short play33. Popular condiment67. Pen fillers36. Country house68. Advance37. Take flight53. Country house		33. Kitchen seat		
5. What kids do42. Actress Day9. Look for43. Table cloth i13. Chilled44. Unrefined m14. Costa45. Volcano15. Do penitence46. Spiritedness16. Siamese47. Duration17. Sign49. Night flying18. What Trick-or-Treaters get50. Small carniv19. Clothing worn to resemblefurry masome other person,53. Chop upanimal, or thing55. Limber21. Annoying insect57. "wreak23. Fiery60. Asian count24. Watch secretly62. Aroma25. Refrigerator63. Scots' neigh29. Central daylight time64. Agreement30. Wise Man65. Not women's32. Avenue66. Short play33. Popular condiment67. Pen fillers36. Country house68. Advance37. Take flight53. Country house		34. Knowing		
9. Look for43. Table cloth is13. Chilled44. Unrefined m14. Costa45. Volcano15. Do penitence46. Spiritedness16. Siamese47. Duration17. Sign49. Night flying18. What Trick-or-Treaters get50. Small carniv19. Clothing worn to resemblefurry masome other person,53. Chop upanimal, or thing55. Limber21. Annoying insect57. "wreak23. Fiery60. Asian count24. Watch secretly62. Aroma25. Refrigerator63. Scots' neigh29. Central daylight time64. Agreement30. Wise Man65. Not women's32. Avenue66. Short play33. Popular condiment67. Pen fillers36. Country house68. Advance37. Take flight53. Country house		35. Consider equal		
<ul> <li>13. Chilled</li> <li>14. Costa</li> <li>15. Do penitence</li> <li>16. Siamese</li> <li>17. Sign</li> <li>18. What Trick-or-Treaters get</li> <li>19. Clothing worn to resemble some other person, animal, or thing</li> <li>21. Annoying insect</li> <li>23. Fiery</li> <li>23. Fiery</li> <li>24. Watch secretly</li> <li>25. Refrigerator</li> <li>26. Refrigerator</li> <li>27. Refrigerator</li> <li>28. Scots' neigh</li> <li>29. Central daylight time</li> <li>30. Wise Man</li> <li>30. Wise Man</li> <li>31. Popular condiment</li> <li>32. Avenue</li> <li>33. Popular condiment</li> <li>34. Advance</li> <li>37. Take flight</li> <li>44. Unrefined m</li> <li>45. Volcano</li> <li>46. Spiritedness</li> <li>47. Duration</li> <li>49. Night flying</li> <li>50. Small carnivation</li> <li>51. Limber</li> <li>52. Limber</li> <li>53. Chop up</li> <li>55. Limber</li> <li>56. Asian count</li> <li>57. "wreak</li> <li>59. Country house</li> <li>50. Short play</li> <li>50. Short play</li> <li>51. Take flight</li> </ul>	abric	36. Fix the socks		
<ul> <li>15. Do penitence</li> <li>16. Siamese</li> <li>17. Sign</li> <li>18. What Trick-or-Treaters get</li> <li>19. Clothing worn to resemble some other person, animal, or thing</li> <li>21. Annoying insect</li> <li>23. Fiery</li> <li>24. Watch secretly</li> <li>25. Refrigerator</li> <li>26. Refrigerator</li> <li>27. Refrigerator</li> <li>28. Scots' neigh</li> <li>29. Central daylight time</li> <li>30. Wise Man</li> <li>32. Avenue</li> <li>33. Popular condiment</li> <li>36. Country house</li> <li>37. Take flight</li> <li>46. Spiritedness</li> <li>47. Duration</li> <li>49. Night flying</li> <li>50. Small carning</li> <li>53. Chop up</li> <li>53. Chop up</li> <li>55. Limber</li> <li>57. "wreak</li> <li>56. Advance</li> </ul>		39. Butterflies cousins		
<ul> <li>15. Do penitence</li> <li>16. Siamese</li> <li>17. Sign</li> <li>18. What Trick-or-Treaters get</li> <li>19. Clothing worn to resemble some other person, animal, or thing</li> <li>21. Annoying insect</li> <li>23. Fiery</li> <li>24. Watch secretly</li> <li>25. Refrigerator</li> <li>26. Refrigerator</li> <li>27. Refrigerator</li> <li>28. Scots' neigh</li> <li>29. Central daylight time</li> <li>30. Wise Man</li> <li>32. Avenue</li> <li>33. Popular condiment</li> <li>36. Country house</li> <li>37. Take flight</li> <li>46. Spiritedness</li> <li>47. Duration</li> <li>49. Night flying</li> <li>50. Small carning</li> <li>53. Chop up</li> <li>53. Chop up</li> <li>55. Limber</li> <li>57. "wreak</li> <li>56. Advance</li> </ul>		40. Rest in Peace		
<ul> <li>16. Siamese</li> <li>17. Sign</li> <li>18. What Trick-or-Treaters get</li> <li>19. Clothing worn to resemble some other person, animal, or thing</li> <li>21. Annoying insect</li> <li>23. Fiery</li> <li>24. Watch secretly</li> <li>25. Refrigerator</li> <li>26. Refrigerator</li> <li>27. Refrigerator</li> <li>28. Scots' neigh</li> <li>29. Central daylight time</li> <li>30. Wise Man</li> <li>32. Avenue</li> <li>33. Popular condiment</li> <li>36. Country house</li> <li>37. Take flight</li> <li>47. Duration</li> <li>49. Night flying</li> <li>49. Night flying</li> <li>50. Small carnivation</li> <li>53. Chop up</li> <li>53. Chop up</li> <li>55. Limber</li> <li>57. "wreak</li> <li>56. Asian countrivation</li> <li>57. "wreak</li> <li>58. Advance</li> </ul>				
<ul> <li>18. What Trick-or-Treaters get</li> <li>19. Clothing worn to resemble some other person, animal, or thing</li> <li>21. Annoying insect</li> <li>23. Fiery</li> <li>24. Watch secretly</li> <li>25. Refrigerator</li> <li>26. Refrigerator</li> <li>27. Avenue</li> <li>28. Avenue</li> <li>29. Central daylight time</li> <li>20. Wise Man</li> <li>21. Avenue</li> <li>22. Avenue</li> <li>23. Popular condiment</li> <li>24. Country house</li> <li>25. Refright</li> </ul>			42. Come apart 43. Allows	
<ul> <li>18. What Trick-or-Treaters get</li> <li>19. Clothing worn to resemble some other person, animal, or thing</li> <li>21. Annoying insect</li> <li>23. Fiery</li> <li>24. Watch secretly</li> <li>25. Refrigerator</li> <li>26. Aroma</li> <li>27. Aroma</li> <li>28. Refrigerator</li> <li>29. Central daylight time</li> <li>30. Wise Man</li> <li>31. Popular condiment</li> <li>32. Avenue</li> <li>33. Popular condiment</li> <li>34. Country house</li> <li>35. Not women</li> <li>36. Country house</li> <li>37. Take flight</li> <li>30. Wise Man</li> </ul>			46. Make a picture	
19. Clothing worn to resemble some other person, animal, or thingfurry may 53. Chop up 			48. Spirit of someone who has died	
some other person, animal, or thing53. Chop up 55. Limber21. Annoying insect57. "wreak		49. Darkest color, which at		
animal, or thing55. Limber21. Annoying insect57. "wreak	ſ	does not reflect light		
21. Annoying insect57. "wreak23. Fiery60. Asian count24. Watch secretly62. Aroma25. Refrigerator63. Scots' neigh29. Central daylight time64. Agreement30. Wise Man65. Not women's32. Avenue66. Short play33. Popular condiment67. Pen fillers36. Country house68. Advance37. Take flight57. "wreak	ſ			
23. Fiery60. Asian count24. Watch secretly62. Aroma25. Refrigerator63. Scots' neigh29. Central daylight time64. Agreement30. Wise Man65. Not women's32. Avenue66. Short play33. Popular condiment67. Pen fillers36. Country house68. Advance37. Take flight50. Not women's	ſ	Answers	S K I T	
24. Watch secretly62. Aroma25. Refrigerator63. Scots' neigh29. Central daylight time64. Agreement30. Wise Man65. Not women's32. Avenue66. Short play33. Popular condiment67. Pen fillers36. Country house68. Advance37. Take flight63. Scots' neight		V C L L $(V_{e}^{V})$ E N Z	∕d <sub>9</sub> H S I B I <sub>ε9</sub>	
29. Central daylight time64. Agreement30. Wise Man65. Not women's32. Avenue66. Short play33. Popular condiment67. Pen fillers36. Country house68. Advance37. Take flight	ſ	N V N Q 2 2 O N E		
29. Central daylight time64. Agreement30. Wise Man65. Not women's32. Avenue66. Short play33. Popular condiment67. Pen fillers36. Country house68. Advance37. Take flight	ors	$\overline{\gamma^{e}} \stackrel{A}{\rightarrow} \overline{\gamma^{e}} \stackrel{A}{\rightarrow} \gamma^$		
30. Wise Man65. Not women's32. Avenue66. Short play33. Popular condiment67. Pen fillers36. Country house68. Advance37. Take flight68. Advance	ſ	37	A K E <sup>4</sup> E T N X	
33. Popular condiment67. Pen fillers36. Country house68. Advance37. Take flight68. Advance	ſ		CV	
36. Country house68. Advance37. Take flight	ſ		36 36 36 36	
37. Take flight	ſ	$ \begin{bmatrix} 3 \\ 3 \\ 2 \end{bmatrix} \begin{bmatrix} 2 \\ 2 \end{bmatrix} \begin{bmatrix} 2 \\ 3 \end{bmatrix} \begin{bmatrix} 3 \\ 2 \end{bmatrix} \begin{bmatrix} 2 \\ 3 \end{bmatrix}$	₩ O L D S, W H,	
	l	$\nabla_{\mathbf{r}} = \nabla_{\mathbf{r}} \nabla_{\mathbf{r}}$		
38. Impressionist painter	ſ		<sup>1</sup> <sup>4</sup> H V I V V V V V V V V V V V V V V V V V	
b- costonico particol	ſ	$\frac{1}{\lambda_{i}} \frac{1}{\beta_{i}} \frac{1}$	M <sub>z</sub> V <sub>3</sub> C <sub>4</sub> E <sub>4</sub> C <sub>2</sub> C <sub>1</sub>	
40. Rolled chocolate candy brand	ſ		Solution:	
Find us on 📢 💆			-	



Find us o



# Unions Past, Present and Future

Sponsored by the Hawkeye Area Labor Council, AFL-CIO and the Iowa Federation of Labor, AFL-CIO Presented by the Labor Center, University of Iowa

An interactive two-hour workshop, free and open to union members, their families, and friends. Participants will learn about selected struggles from Iowa and U.S. labor history and discuss:



- What obstacles did Iowa's early union activists face?
- Importance of being active in your local union and central labor bodies
- How did workers unite their coworkers and communities
- How is our history relevant to responding to challenges to worker rights today?

DATE:	Tuesday October 5 <sup>th</sup> 5:30pm-7:30pm
	Thursday October 7 <sup>th</sup> 5:30pm7:30pm
	(meal will be served @ both sessions)
LOCATION:	IBEW Local 405 Hall in Cedar Rapids
	1211 Wiley Boulevard, SW

To register, or if you have questions, contact Rick at <a href="mailto:rmoyle@hawkeyelabor.us">rmoyle@hawkeyelabor.us</a>

319-396-8461

IBEW Local 405

1211 Wiley Blvd, SW

**Return Service Requested** 

Non-Profit Organization

**U.S. Postage PAID** 

