

# **IBEW Local 405**

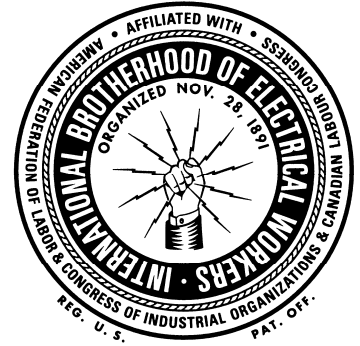
**Cedar Rapids/Iowa City**

*Volume 10, Issue 1*

*January, 2012*

## **News & Information**

**Bill Hanes, Business Manager**



### **New Years Resolution: Invest In Yourself!**

Several years ago we launched an instructor-led customer service and professional development training program which continues today in our apprentice school. This is one of the leading approaches to training in the entire country for our Union and contractor employees. We now have a great opportunity to provide an even more convenient training opportunity for our motivated professionals by providing access to voluntary online classes. We have worked with Ted Garnett of Performance Resources Consulting to create the IBEW 405 training portal! This is a website for our people to log in and gain access to online classes that you can take whenever convenient for your schedule. Classes include topics like leadership, communication, and customer service.

Continuing training and development makes us stronger as a Union and provides us with a value to offer the customer that our competitors are not willing to provide. Our customers want professionals who are skilled in their trade as well as in dealing with people and providing leadership, problem solving, and communication. We are providing an opportunity to enroll in these online classes from January thru March 2012 by calling Nichole at the Hall. All Union and contractor employees are eligible. Don't wait! Invest in yourself and call to get the class topics so you can register for an online class today!

Anyone who has not picked up their complimentary 100 Year Anniversary blanket, and would like one, needs to stop by the Hall with a paid up dues receipt by January 31, 2012. On February 1st the blankets will no longer be given away, they will go on sale for \$10.00 per blanket, and will be available for anyone to purchase.

There is a sign-up going at the Hall for the video that was shown at the 100 Year Anniversary Party. If you would like a copy of the DVD, please call the Hall at (319) 396-8241 by February 1st and we will let you know when they are available to pick up. You must sign up by February 1st. That being said, if anyone has pictures from that night, call the Hall ASAP, and we will put them on the DVD.

# January 2012

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10	11 E-Board Meeting 5:00 pm	12	13	14
15	16	17	18 General Meeting 6:00 pm	19 Retirees Luncheon 11:30 am	20	21
22	23 401K Self-Direct Class 5:00 pm at the Hall	24	25 Iowa City Unit Meeting 4:30 pm	26	27	28
29	30	31				

## Delinquent Members

The following members are delinquent in their dues as of *December 15th, 2011*: Jesse Bond, Chad Ehret, Lance Handel, Robyn McCauley, and Jason Whitlock.

## Electrical Workers Benefit Fund

The following people are drawing on EWBF: Farl Greene, Dana Pasker, Bob Jones, and D'Andre Davenport . EWBF will be \$20.00 per month for the first quarter of 2012.

## Iowa City Unit Meetings

Iowa City Unit meetings will be held on the 4th Wednesday of every month at 4:30 pm at the Iowa City Office, which is located above Iowa Book and Supply at 105 Iowa Avenue, Suite 230.

## ***The Assistant Business Manager...***

*Rich Good*

Currently, there are 80 on Book 1, 3 on the VDV Book and 2 on the Residential Book. There have been very few calls in the last month. Work remains slow, but members are finding work close by.

I just wanted to give a recap of our holiday donations to the HACAP food bank. Members of Local 405 have given 633 pounds of food and \$1,406.00 in donations. For every dollar donated to HACAP they can buy \$12.00 worth of food. That means we have provided over \$17,000.00 worth of food to the needy in Eastern Iowa. We will continue to collect food and monetary donations at union meeting and other functions throughout the year. Thank you for your help.

## **Dues**

The Delegates of the 38th IBEW International Convention, which was conducted in Vancouver, British Columbia, Canada, during the week of September 19th through 23rd, 2011, approved a per capita increase of \$2.00 for all members beginning on January 1, 2012. The Local 405 portion of Union Dues will remain at \$1.00 per month. So the new monthly Union Dues, beginning January 1, 2012, will be \$30.00 per month, \$90.00 per quarter or \$360.00 per year.

## **Retirees Social Club**

The Retirees Social Club met on Thursday, December 16th at the Hall. They met at 10:00 am and put together treat bags for the Children's Christmas Party, then at 11:30 am had lunch from Dostal Catering. After lunch they watched *It's A Wonderful Life*. Next month they will meet on Thursday, January 19th at 11:30 am, at a location yet to be determined.

### ***Phone Numbers...***

**IBEW Local 405: (319) 396-8241**

**IBEW Local 405 Fax: (319) 396-3083**

**IBEW E-mail to Resign: [ibew405@ibew405.org](mailto:ibew405@ibew405.org)**

**IBEW Local 405 Iowa City: (319) 337-0499**

CR JATC: (319) 654-9238 \* CR JATC: [www.crejatc.org](http://www.crejatc.org)

Wells Fargo: (319) 286-1832 \* Mercy EAP: (319) 398-6694

**Auxiant: (319) 398-3283**

**Vanessa @ ext. 1221** for: Monthly Statements, HRA, Self-Pays, Eligibility, Pension & 401k or to initiate a disbursement

**Karen @ ext. 1218** for: Medical, Prescription and Vision

**Linda @ ext. 1216** for: Dental Claims or to Verify Benefits

**Angie @ ext. 1227** for: COBRA Coverage, Weekly Accident & Sickness Benefits or to report a Claim

# ***January EWBF is \$20.00***

# 2011 Year In Review

## 2011 New Members

Adam Goodale  
Travis Bevans  
Joe Jess  
Michael Feltman  
Andrew Eirp  
Andrew Garrison  
Brian Martin  
Joseph Martin  
Adam Schmitt  
Justin Schowalter  
Josh Schulte  
Kenny Tomkins  
Kyle Visek  
Brian Burrows  
John Franklin  
Sharun Mims  
Ryan Winter  
Tim Janda  
Troy Davis  
Garrett Smith  
Chilon Wibstad  
Matthew Litzenberg  
Anthony Galante  
Jake Fisher

## 2011 Retirees

Gordy Olson– January  
Russ Collins– January  
Roxi Mulnix– March  
Tom Hunt– March  
Joe Zoll– April  
John Young– June  
Larry Suchomel– June  
Larry Foster– June  
Walt Loukota– July  
Dan Schroeder– August  
Jerry Wood– August  
Burdette Voss– October

## 2011 Deaths

George Sheriff  
Robert Martin  
David Becicka  
Doran Miller  
Vercell Chestnut  
Nate Farmer  
John Sevcik  
Mike Wiedemeier  
Jerry Keeney

# Members in Arrears

As of December 15, 2011

## **Acme Electric**

Jeffery Bauer  
Brandon Durgin  
Jeremy Gorman  
Brahm Timmons

## **Allied Electric**

Scott Clark

## **Gerard Electric**

Christian Munn  
Paul Myers  
Brandon Walters  
Troy Weston

## **Hawkeye Electric**

Eric Baily  
Alan Rutan

## **Nelson Electric**

Chad Cronbaugh  
Kevin McCallum  
James Negro

## **PEC**

Christopher Miles

## **Streff Electric**

Nicholas Cigrand

## **United Electric**

Michael Donohue

## **Out of Work**

Brent Busch  
Leo DeBacker  
Steve Duke  
William Jones  
Daniel Kibler  
Jessie Ries  
Ryan Roth  
James Shepherd  
Darrell Spencer

## **JATC Training Center News**

Mike Carson, Training Director

Only 24 months left to obtain the required 18-hours of continuing education for your state license! Currently, there are two NEC 2011 Significant Changes classes scheduled in January. There are a few spots left in Troubleshooting Electric Motors Class and a new class has been added in February; Procedures for Re-Energizing Facility Power.

**Visit [www.crejatc.org](http://www.crejatc.org) to view available classes and register online.**

Please take note of the JATC policy regarding non-attendance of JW classes:  
**\*Any person that is registered for a training class and is a no-show without an advanced notice to the training center a minimum of 24 hours prior to the scheduled class will be assessed a charge of \$10.00 per hour of the first session of the class.**

**Note: Once you register for a class, write it down on your calendar!** Although we send a class confirmation via either your e-mail address or snail mail (if you do not have e-mail). You are responsible for remembering the date of your class. If you did not receive the courtesy reminder and are wondering if the class is a go, please call us at the training center at to confirm (319) 654-9238.

## Social Networking and Job Impact

Are you one of the millions that belong to Facebook, LinkedIn or MySpace to keep up with or find old friends? Do you use these or others to feel connected in a way that meets the needs of a busy world? You are not alone.

You may have heard about the waitress in North Carolina who was fired for her Facebook post. She was disgruntled by a patron who left a bad tip. Like many people today, she expressed her irritation on her Facebook page. In this case, she probably got an unexpected response – she was terminated.

This case and others like it show the influence social networking may have on a person's job. The latest statistics show that **8% of companies with 1,000 or more employees** have fired someone for their social media actions. **Twenty-two percent of employers** say they use social networking sites when evaluating job candidates.

During a recent presentation on “Harassment in the Workplace” a participant asked, “If I post an opinion on Facebook, can my employer use it against me?”

The answer is, “Yes.” There have been situations where people posted jokes or comments that would be deemed offensive/derogatory, if it were said verbally in the office. Unfortunately, sometimes people have been seen bashing their coworkers, ex-spouses, and family members on posts. This is not much different than taking out an ad in the newspaper. It is basically a public forum. If someone you work with is offended by your comments, and it is related to sensitive areas (race, religion, age, politics, etc.) they could have a legitimate complaint, as it may create a “hostile working environment.”

### **Consider these boundaries when engaging in social networking:**

- Be choosy about who will be your “friends.” Have rules about who you will or won't let in, so you don't have to feel guilty when you decline a friend request. If you have hundreds of “friends,” it can get really difficult to keep in mind who is reading your posts.
- Only post what you would say or do if you were speaking **on camera** to a **large crowd** mixed with your **close family, friends, and perfect strangers**. Would you really hold up a risqué photo of yourself for all to see? Would you publicly defame your boss or company's policies? Would you really want your children to hear you making lewd comments or jokes?
- Make mature decisions. Posting opinions or airing out your “dirty laundry” is not an effective means of addressing issues. It only creates more stress and drama. Some people will argue or debate the issue of “free speech.” Instead, ask yourself why people feel more “free” to say or do outrageous things via social media? Most people can enjoy social networking as part of their social lives, while recognizing that it is not just “social” if it is on the internet.

Companies have always had expectations about how they want their employees to behave publicly, so that part hasn't changed. It is like anything else: with more freedom and technology comes more responsibility, so use it wisely!

***If work or life is getting you down, remember to call Mercy EAP for free, confidential counseling at 319-398-6694 or 800-383-6694.***

**Please post in a convenient location:  
This is contact information  
for your Representatives.**

Senator Charles Grassley	<a href="http://Grassley.senate.gov/webform.htm">http://Grassley.senate.gov/webform.htm</a>	
Senator Tom Harkin	<a href="http://harkin.senate.gov/contact/contact.cfm">http://harkin.senate.gov/contact/contact.cfm</a>	
Rep Dave Loebsack	<a href="http://www.house.gov/writerep/">http://www.house.gov/writerep/</a>	
Rep Bruce Braley	<a href="http://www.house.gov/writerep/">http://www.house.gov/writerep/</a>	
Rep Leonard Boswell	<a href="http://boswell.house.gov/article/asp?id278">http://boswell.house.gov/article/asp?id278</a>	
Robert Dvorsky (D)	<a href="mailto:robert.dvorsky@legis.state.ia.us">robert.dvorsky@legis.state.ia.us</a>	SD 15- Johnson/Linn
Tom Hancock (D)	<a href="mailto:tom.hancock.legis.state.ia.us">tom.hancock.legis.state.ia.us</a>	SD 16- Jones
Wally Horn (D)	<a href="mailto:wally.horn@legis.state.ia.us">wally.horn@legis.state.ia.us</a>	SD 17- Linn
Liz Mathis (D)	<a href="mailto:liz.mathis@legis.iowa.gov">liz.mathis@legis.iowa.gov</a>	SD 18 - Linn
Rob Hogg (D)	<a href="mailto:rob.hogg@legis.state.ia.us">rob.hogg@legis.state.ia.us</a>	SD 19- Linn
Tim Kapucian (R)	<a href="mailto:tim.kapucian@legis.state.ia.us">tim.kapucian@legis.state.ia.us</a>	SD 20- Benton/Iowa
Tom Rielly (D)	<a href="mailto:tom.rielly@legis.state.ia.us">tom.rielly@legis.state.ia.us</a>	SD 38- Iowa, Poweshiek
Joe Bolkcom (D)	<a href="mailto:joe.bolkcom@legis.state.ia.us">joe.bolkcom@legis.state.ia.us</a>	SD 39- Johnson
James Hahn (R)	<a href="mailto:james.hahn@legis.state.ia.us">james.hahn@legis.state.ia.us</a>	SD 40- Johnson
Sandra Greiner (R)	<a href="mailto:sandra.greiner@legis.state.ia.us">sandra.greiner@legis.state.ia.us</a>	SD 45- Johnson
Brian Quirk (D)	<a href="mailto:brian.quirk@legis.state.ia.us">brian.quirk@legis.state.ia.us</a>	HD 15- Benton/Iowa
Nate Willems (D)	<a href="mailto:nate.willems@legis.state.ia.us">nate.willems@legis.state.ia.us</a>	HD 29- Johnson/Linn
David Jacoby (D)	<a href="mailto:david.jacoby@legis.state.ia.us">david.jacoby@legis.state.ia.us</a>	HD 30- Johnson
Lee Hein (R)	<a href="mailto:lee.hein@legis.state.ia.us">lee.hein@legis.state.ia.us</a>	HD 31- Jones
Kirsten R-Marquardt (D)	<a href="mailto:kirsten.running-marquardt@legis.state.ia.us">kirsten.running-marquardt@legis.state.ia.us</a>	HD 33- Linn
Todd Taylor (D)	<a href="mailto:todd.taylor@legis.state.ia.us">todd.taylor@legis.state.ia.us</a>	HD 34- Linn
Kraig Paulsen (R)	<a href="mailto:kraig.paulsen@legis.state.ia.us">kraig.paulsen@legis.state.ia.us</a>	HD 35- Linn
Nick Wagner (R)	<a href="mailto:nick.wagner@legis.state.ia.us">nick.wagner@legis.state.ia.us</a>	HD 36- Linn
Renee Schulte (R)	<a href="mailto:renee.schulte@legis.state.ia.us">renee.schulte@legis.state.ia.us</a>	HD 37- Linn
Tyler Olson (D)	<a href="mailto:tyler.olson@legis.state.ia.us">tyler.olson@legis.state.ia.us</a>	HD 38- Linn
Guy Vander Linden (R)	<a href="mailto:guy.vanderlinden@legis.state.ia.us">guy.vanderlinden@legis.state.ia.us</a>	HD 75- Poweshiek
Betty DeBoef (R)	<a href="mailto:betty.deboef@legis.state.ia.us">betty.deboef@legis.state.ia.us</a>	HD 76- Poweshiek/Iowa
Mary Mascher (D)	<a href="mailto:mary.mascher@legis.state.ia.us">mary.mascher@legis.state.ia.us</a>	HD 77- Johnson
Vicki Lensing (D)	<a href="mailto:vicki.lensing@legis.state.ia.us">vicki.lensing@legis.state.ia.us</a>	HD 78- Johnson
Jeff Kaufmann (R)	<a href="mailto:jeff.kaufmann@legis.state.ia.us">jeff.kaufmann@legis.state.ia.us</a>	HD 79- Johnson

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