



# INTERNATIONAL BROTHERHOOD

## of ELECTRICAL WORKERS LOCAL UNION # 405

**CEDAR RAPIDS/IOWA CITY  
AUGUST 2024**

### **This Month in Labor History**

- **August 1, 1921-** Sid Hatfield, police chief of Matewan, West Virginia, a long time supporter of the United Mine Workers Union, is murdered by company goons. This soon led to the Battle of Blair Mountain, a Labor uprising also referred to as the Red Neck War.

### **Dues Increase Schedule**

At the last International Convention, a resolution was passed to increase the IO portion of dues payments. This increase will fund an increase to the Pension Benefit Fund from \$4.50 per month per year of membership, to \$5.50 per month per year of membership beginning in 2023. Dues are currently \$44.00 per month. Below is the schedule of dues increases through 2025:

- July 1, 2024: \$45.00 per month
- January 1, 2025: \$47.00 per month
- July 1, 2025: \$48.00 per month

If you have questions about your dues payment or the upcoming increases, please call the Hall, we are happy to help.

# AUGUST 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 Iowa Women in Trades 6:30 pm Brotherhood Night @ Checkers 5:00 pm	2	3
4	5 RENEW Board Game Night 6:00 pm	6 RENEW Meeting 6:00 pm	7	8 Brotherhood Night @ Checkers 5:00 pm	9	10
11	12	13 RENEW Board Game Night 6:00 pm	14 E-Board Meeting 5:00 pm	15 Retirees Luncheon Brotherhood Night @ Checkers 5:00 pm	16	17
18	19	20	21 General Meeting *Smoker* 6:00 pm	22 Brotherhood Night @ Checkers 5:00 pm	23	24
25	26	27 11th District Women's Committee Mtg. 6:00 pm	28 Local 405 Women's Committee 6:00 pm	29 Brotherhood Night @ Checkers 5:00 pm	30	31

# BUSINESS MANAGER REPORT

Brothers and Sisters of IBEW L.U. 405,

I would like to open this newsletter by thanking our Executive Board for taking on the challenge of replacing a Business Manager in the middle of their term. That hasn't happened in over thirty years. They handled it in accordance with the IBEW Constitution and in a professional manner that you would expect from our leaders in 405. That's what leaders do. They rise to the occasion that has sought them out.

Speaking of rising to the occasion, I want to introduce the people who are standing up and taking on leadership roles in our office. Chad Champion is our Organizer and he has a proven track record of bringing in great additions to our membership. Nichole Clark is our Office Manager, and she has years of experience handling all of the intricacies of the Local and our members. London Morehouse is our new Referral Agent. He has the compassion and intellect to make a difference. Jeff Cooling is our new Field Agent and has an unparalleled institutional knowledge of not only the IBEW rules and regulations, but also those of the State and Federal government. I am the new Business Manager and who I am and how I'm doing is up to you. What I can tell you is that my passion, work ethic, and belief in our people and our labor organizations goals have only intensified. All that I ask is that you give me and this team the opportunity to succeed for all of Local 405.

Now to everyone's favorite topic...politics. I would like to clarify our stance as a Labor Union. We are a nonpartisan organization that looks at the policies that candidates support or have passed while in office, to determine if they receive our support. It is not emotion that makes up our minds. It's listening to the politician's ideas, reading the text of the legislation, and then making an informed decision. It is true that the Democratic candidates are typically aligned with working people's issues, but not exclusively. We have in the past and continue to support pro-labor Republicans. My goal is to create a bipartisan labor caucus at the Capitol. This will be no easy task, but I see no other way forward to make the lives of our members and their families better in the State of Iowa and nationally. I challenge our politically passionate members to become active in your respective parties and push for pro-labor policies. It is easiest to make change from the inside.

I would like to thank our members for showing up to the Iowa Utilities Commission meeting at Hawkeye Downs on July 24th to speak in favor of the next phase of the Palo Solar Project. Showing up at public events and speaking in favor of good union jobs is important. Being active in these public meetings is what brought this work to our area two years ago. Thank you again for answering the call to activism.

In Solidarity,

Matt Resor

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## **Contact Info**

### **IBEW Local 405:**

Cedar Rapids Office Phone:

(319) 396-8241

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

**Rachel:** Ext. 6970 For:

Short Term Disability

**Jordan:** Ext. 1299 For:

Vision Claims &

Prescription Safety Glasses

### **Covenant EAP:**

(833) 434-1335

Group Code:EAPIBEW22

### **Milliman:**

(866) 767-1212

### **Wellmark**

#### **Health/Prescriptions:**

Customer Service:

(800) 524-9242

Group #: 56700

Union Liaison, **Bob Gilmore:**

[gilmorer2@wellmark.com](mailto:gilmorer2@wellmark.com)

### **Delta Dental of Iowa**

(800) 544-0718

Group #: 1-35517-1

# REFERRAL AGENT REPORT

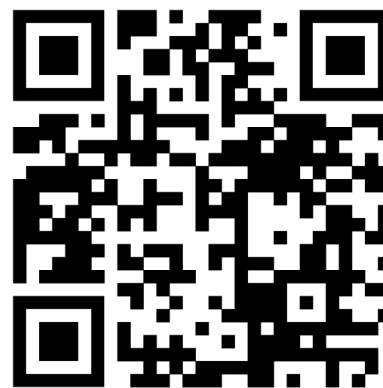
Brothers and Sisters of IBEW 405,

My name is London Morehouse, Card Number 7477713. I have been a dues paying member of IBEW Local 405 since May 2017, I completed our apprenticeship in June 2022, and I am writing to inform all of you that I have accepted Brother Resor's offer to work as the Local's Referral Agent. I have spent the past couple weeks integrating myself into Matt's administration. Learning the daily ins and outs of the Referral Agent position, connecting with our contractors and administrators, and laying the foundation to be an asset for our other Assistants. In future months, this report will take on more structure, with statistics and the general work outlook. In the mean-time, I look forward to meeting more of my Brothers and Sisters and doing everything I can to make our Local better for everyone.

Phase IV of the Duane Arnold Solar Project is in the beginning stages of approval. Below you will find a link and a QR code, both of which will take you to prewritten digital letter that you can send to your local elected officials to encourage them to support Duane Arnold Solar IV.

In Solidarity,

London Morehouse



<https://speak4.app/lp/sb01gs1u/?ts=1720708102&cid=QRDASSOLLOSUND000126>

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# COMMUNICATIONS

## **Women's Committee**

We are excited to see some new members getting sworn in, so we want to invite anyone to join us on the 4th Wednesday of the month at 6:00pm. We cover old and new business, answer questions, and a little socializing. Kids are welcome, just let me know if you need help providing entertainment/Wi-Fi access for them. Next, we have planned our annual fall painting night, so mark your calendars for October 19th. We will be going with a Halloween themed design. An official postcard will be coming out with additional details and RSVP information to come.

The Iowa Women in Trades meetings are open to anyone as well and meet virtually on the 1st Thursday of the month. In preparation for the Tradeswomen Build Nations and various other conferences, we will be covering Conferences 101 to help prep people for conferences and help you get the most out of any event. If you would like to attend this month, please let me know or email [iowawomenintrades@gmail.com](mailto:iowawomenintrades@gmail.com).

In Solidarity,  
Amanda Cooling, 7477624

## **VDV**

Do you ever feel like you're a little behind understanding AV components and wiring? With so much proprietary information with these systems and the quickly changing technology, our apprenticeship struggles to keep up with installation and understanding of AV. If you would like to get more understanding and possibly get contractor assistance, you can get the AVIXA learning and credentials. Much like BICSI, AVIXA is the Audiovisual and Integrated Experience Association and offers various levels of certification. A Certified Technology Specialist (CTS) would be the applicable level for a tech and would be accomplished by virtual classes/conferences and Continued Education Credits. Some credits can double as AVIXA and BICSI credits as well. Why would the contractor care? In order to fulfill spec requirements, a contractor must have an AVIXA CTS in addition to a certified PM to install a project's system. You can find more information on this organization, certifications, and training at [www.avixa.org](http://www.avixa.org).

In Solidarity,  
Amanda Cooling, 7477624

## **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!

# MEMBERS IN ARREARS

## **A&B Electric**

Bruce Heiken

## **Acme Electric**

Jayden Casey  
Chris Clime  
Raymond Cross  
Tyler Cullen  
Brandon Domeyer  
Jacob Durgin  
Jeramy Gorman  
James Henry  
Elijah Kaine  
Nick Stripling  
Tate Sullivan  
Matt Wenger  
Sean Wilson

## **Baker Group**

Bradley Kientoff  
Aaron Vulich

## **Basepoint**

Michael Hollan

## **Bilfinger**

Shane Smutz

## **Cupertino Electric**

Brayden Bennett-Casali  
Thimothe Charles  
Jared Crary  
Michael Dominick  
Michael Ellingson  
Dallas Grant  
Monte Horner  
Aydan Mahoney  
Maliq Mosley  
Aidan Novak  
Neal Pfiffner  
Vincent Price  
Frank Ray  
Matthew Thewke  
Kaleb Tuetken  
Demetri Tyler

## **ESCO Electric**

Brandon Albrecht  
Brad Anstoetter  
Matthew Boyle  
Dustin Chase  
Tyler Cornwell  
Ryan Edwards  
Jeremy Hedlund  
Mitchell Hess  
Adam Hopp  
Jonathan Noesen  
Aaron Pealer  
Daniel Peters

## **Gerard Electric**

Justis Dengler  
David Thompson

## **Hawkeye Electric**

Chad Andersen  
Calvin Beavers  
Dylan Bogard  
Jeffrey Christian  
Michael Dittmar  
Mark Gallagher  
Mitchell Glantz  
Shanna Graves  
Richard Jeray  
David Kass  
Nathaniel Robbins  
Scott Schwab  
Jacob Wendling

## **Justice Electric**

Jesse Clark  
Troy Tarpe

## **Munson Electric**

Timothy Aubrey  
Brian Harrison  
Matt Holt  
Trent Holub  
Miranda Lewis  
Tyler Mallicoat  
Vince Mulnix  
Jason Watson

## **Nelson Electric**

Caleb Cummings  
Ethan Henrichs  
Seth Scott  
Jeremy Severin  
Kenneth Templeton

## **Paulson Electric**

Ryan Hoy

## **Premier Electric**

Eric Colsch  
Gerald Mittan  
Michael Rinholen  
Timothy Vrchticky  
Billy Willingham  
Jeremy Wisely

## **Streff Electric**

Kenneth Davis  
Kyle Durgin  
Michael Schwan

## **Tech Solutions**

Mike Ammeter  
Tyler Steinwand

## **Trey Electric**

Charlie Babcock  
Beau Nelson

## **Tri-City Electric**

Steve Barske  
Cody Baughman  
Arlen Berner  
Ross Donaldson  
Robert Golden  
Stephen Goodanew  
Robert Holden  
Keith Kaiser  
Jeremy Lampe  
Josh Plett  
Nolan Roberts  
Logen Rodriguez  
Jeffery Scott  
Jeffery Steege  
Robert Sumner  
Aaron Sweet  
Kenneth Tomkins

## **Out of Work**

Lonny Beck  
Jerry Daugherty  
Matt Hancock  
Lance Handel  
Travis Johnson  
Todd Kelly  
Kelly Kula  
Gregory Lake  
Brian Lala  
Andriy Lapitskyy  
Joseph martin  
Brent Morris  
Steven Morrow  
Billy Murphy  
Dana Pasker  
Brandon Sabatino  
James Sanders  
Sean Shea  
Thomas Skaar  
Kevin Wood

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# EAP

## Managing Conflict With High Performers

When you have a highly engaged workforce, some conflict between people is inevitable. Depending on how conflict is managed, and how your organizational culture deals with it, will make the difference between success and failure. Here are three pillars to dealing with conflict within a highly engaged workforce.

### **Pillar #1: Not all conflict is unhealthy.**

The more people are passionate about their work, the more they will fight for their ideas and methods. Disagreements like these are the byproduct of a healthy culture where there is high levels of employee engagement. The more engaged an employee is, the more they care about what they believe is best. So how do you create an environment where people are highly engaged and passionate about their work, but doesn't create unhealthy conflict?

### **Pillar #2: Assertive communication is a core behavior of high performing teams.**

Assertive communication is the style of communication where individuals clearly state their opinions and feelings, and firmly advocate for their rights and needs without violating the rights of others. It is the desired style of high performers because it reduces stress, boosts confidence, increases productivity and leads to more cohesive teams. Because each team member is committed to looking beyond themselves, the threat of unhealthy conflict is greatly reduced.

Here are 4 tenets of assertive communication:

1. You express yourself clearly and confidently.
2. You can say "No" in a calm, direct way.
3. You aim to express your needs.
4. You ensure other's needs are taken into consideration.

### **Pillar #3: Dignity rules.**

Dignity is something we all understand. You know when someone treats you with dignity. Conversely, you also know when they don't. Dignity is defined as: "the state or quality of being worthy of honor or respect." The greatest teams embrace this simple truth: every human being has unique and magnificent talents.

How you think and make decisions.

How you build relationships.

How you approach their work.

How you prefer to communicate.

Choosing to dignify another person means you are constantly looking for ways to relate, appreciate and celebrate these unique differences. While it's true that some personality styles are more skilled at dealing with conflict than others, conflict doesn't have to be feared. Learning how you respond during conflict is crucial. The next time you find yourself in conflict, remember that not all conflict is unhealthy and it's going to occur with people who are more engaged in the work. When working with a group of talented, passionate individuals, make sure you practice assertive communication. And finally, make it a point to treat others with dignity by appreciating their magnificent talents. Conflict is inevitable, but how you handle it comes down to you.

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