



International Brotherhood *of* Electrical Workers Local Union # 405

Cedar Rapids/Iowa City

This Month in Labor History

- **First Labor Day**

The first Labor Day was celebrated on September 5, 1882 in New York City, The Central Labor Union organized the event, which included speeches, picnics, fireworks, and a parade. The parade was attended by 10,000 workers who marched to show the strength of labor and trade organizations

- **Labor Day becomes a national holiday**

On June 28, 1894, President Grover Cleveland signed a law, making Labor Day a national holiday, to be celebrated on the first Monday of September each year.

- **Labor Day's roots**

The roots of Labor Day can be traced back to the Haymarket Riot in 1886, when thousands of workers in Chicago protested for an eight-hour workday.

- **Labor Day as a symbol of resistance**

Labor Day can also be seen as a symbol of resistance, as workers have fought for better working conditions and dignity.

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SEPTEMBER 2024

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

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BUSINESS MANAGER REPORT

Brothers and Sisters of IBEW L.U. 405,

Our Local's leadership continues to change. I would like to take this opportunity to thank Jeff Cooling for his years of service in the Local President role. We now have Brother John Franklin as our new Local President. Congratulations to John Franklin and we all have the utmost faith in his abilities and in his compassion for his Union siblings. We now task our Executive Board to replace Brother Franklin on the Executive Board.

We have been receiving a lot of questions about future projects that may be on the horizon. The main project that we are being asked about is the Google Data Center. This is a \$576 Million project that was awarded to the General Contractor Mortenson Construction. Currently there are operators on site doing preliminary dirt work. We are aware of multiple electrical contractors that have been contacted about bidding on this job. As of this writing the electrical scope has not gone out to bid yet.

Another project that is coming up is the North Medical Tower at the University of Iowa Hospital and Clinics main campus next to the Children's Hospital. This is a \$1 Billion project that was awarded to the Construction Manager at Risk (CMAR) J.E. Dunn Construction. The prework in replacing ramp 1 and the tiger hawk emblazoned water tower is currently underway to make room for the new medical building. As of this writing, we do not know who the electrical contractor or contractors will be. This is being done as a CMAR Job which means the General Contractor does not have to take the lowest bidder.

Then there are two more projects currently going through state regulatory hurdles to get approved. The first is the next phase of the Duane Arnold Solar Project (Phase 4). The Iowa Utilities Commission (IUC) has had their first informational meeting on the next phase. We will continue to take an active role in trying to get this project passed like we did on the first two phases of this project.

The second project is in front of the Iowa Racing and Gaming Commission (IRGC) for approval of a gambling license. That project would be a new casino that would be located on the old Coopers Mill site in downtown Cedar Rapids. The local union building trades, and the developer have an agreement to construct the project under a Project Labor Agreement (PLA) if it gets the commission's approval.

I am highlighting these projects for a couple reasons. One is to let everyone know that it isn't clear if all or none of these projects will go our way at this time. Two is that it matters who we vote for. The IUC and IRGC are both appointed by our Governor. The Linn County Board of Supervisors are voted on by the residents of Linn County. We need to support who supports us.

Speaking of voting. I want to highlight some important dates that are coming up for the election:

- August 27th is the first day you can request an absentee ballot.
- October 16th is the first day requested ballots can be mailed to voters
- October 21st is the last day to request an absentee ballot to be mailed to you
- November 5th is voting day

In Solidarity,

Matt Resor

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Contact Info

IBEW Local 405:

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(319) 396-8241

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

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

Delta Dental of Iowa

(800) 544-0718

Group #: 1-35517-1

JATC Training Center News

On July 19th, the Department of Labor gave its approval for modified Standards language, which will reduce the minimum number of hours of related instructional training each apprentice must attend from the current 900 hours to 720 hours. Currently, the apprentices in our program exceed the minimum number of hours, attending 975 hours of classroom training annually.

The new pattern language came with the directive that they be adopted and be submitted to the electrical training *ALLIANCE* ("etA") within 180 days. Before this change can be adopted at the local level, the JATC must determine how to implement it. After that is completed, it will be necessary for the Labor-Management Committee to determine the adjusted pay periods of the apprenticeship.

Once the new language is agreed upon, the proposed local standards must be submitted to the etA for their approval. After that, the Standards will be submitted to the newly created State of Iowa Office of Apprenticeship for their approval as well. Until final approval is given by the State, our program will continue to be operated under the current Standards.

To help facilitate this, Training Coordinator Steve Straub has been able to structure the delivery of required curriculum to ensure that if the decision is made to complete the schooling in four years, all core curriculum will have been covered by the end of the fourth year. Until a change takes place, fifth year apprentice will be taking various elective courses, such as instrumentation.

As the work picture has remained strong, the training center will be starting its largest first-year class to date with 66 inside apprentices, counting apprentices from Waterloo and Dubuque. Combined with the large classes from the past two years, that brings the total number of apprentices attending class at the training center each week to 242 apprentices.

Finally, the training center expansion is continuing. We had hoped to be moved in by the start of classes, but there was a delay in the delivery of the elevator, which subsequently created a conflict with the elevator constructor's scheduling. Hopefully we will have it wrapped up in the next month.

Fraternally,

Jebediah Novak- Training Director

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COMMUNICATIONS

Women's Committee

Welcome to all of our new apprentices and members! Our meetings are open to any member or individual working in our jurisdiction. We are meeting in the small conference room off of the large parking lot at 6:00pm on the 4th Wednesday of the month. Feel free to bring a beverage of your choice and mingle. If you have any questions or topics you would like more information on, please let Leah at the JATC know or myself (319-329-1849).

We do have a Ladies Night coming up on October 19th for any women of the Local or apprentice. The cost of painting, food, drinks, and material will be covered, but we do need a hard RSVP for this event by October 17th. It will start at 4:00 pm at my house and typically takes about 3-4 hours. You will be receiving a mailer for this as well and you can RSVP to Nichole in the office, Leah or myself. Feel free to bring your own food/beverages as well. Let me know if you have any dietary restrictions.

At the Iowa Federation of Labor conference last week, I was able to speak for Iowa Women in Trades and shocked many union members that the percentage of women in trades has risen from 2.3% to 4.3% of the construction workforce. I'm proud that the 405 has reflected this growth as well. As part of our outreach to HS students, I'm looking for any lady who wouldn't mind sharing photos of themselves on the job. Obviously be safe, but stock photos of women construction workers can be quite a mixed bag and normally not helpful. Also, there is a trend that is a photo comparison of Workday vs Weekend that I would like to start through Iowa. We often get people assuming you have to be butch when you are working in the trades and aren't a "normal" lady. The goal is to showcase your special hobbies outside of work or that dirty jobs don't define your style outside of the job. If anyone wouldn't mind jumping on this with me, I would greatly appreciate it.

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!

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MEMBERS IN ARREARS

AS OF SEPTEMBER 3, 2024

Acme Electric

Jason Cirves
James Henry
Elijah Kaine

Baker Group

Bradley Kientoff
Aaron Vulich

Basepoint

Kimber Willenborg

Bilfinger

James Reel

Cord Electric

Samuel Brugman

Cupertino Electric

Cody Baughman
Matthew Thewke

ESCO Electric

Ryan Edwards

Hawkeye Electric

Chad Andersen
Bryant Davis
Matthew Fenner
Aaron Fleming
Ryan Gaber
Shanna Graves
Travis Harre
Andrew Jones
Jazmine Reynolds
Lucas Vanous
Weston York

Justice Electric

Richard Ainesworth

Nelson Electric

Kenneth Templeton

Premier Electric

Adam Goodale
Billy Willingham

Streff Electric

Kenneth Davis
Kyle Durgin

Tech Solutions

Tyler Stienwand

Trey Electric

Charlie Babcock
Chase Stinger

Tri-City Electric

Steve Barske
Lauen Johnson
Peter Kirsch
Jeremy Lampe
Todd Paulsen
David Rees
Jeffery Scott
Jeffery Steege
Aron Sweet

Out of Work

Lance Handel
Kelly Kula
Andriy Lapitskyy
Brent Morris
Steven Morrow
Felisha Robertson
Leslie Todd
Demetri Tyler
Terri Wullner

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.

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Understanding PTSD

Post-Traumatic Stress Disorder (PTSD) is a mental health condition that can develop after a person experiences or witnesses a traumatic event. PTSD can affect anyone, and its symptoms can significantly impact daily life if left untreated. Recognizing these symptoms early and seeking help are crucial steps toward managing PTSD effectively.

PTSD symptoms can manifest in various ways and typically fall into four main categories:

1. **Intrusive Memories:** Individuals with PTSD often experience recurring, unwanted memories of the traumatic event, including distressing dreams, flashbacks or intense emotional distress when reminded of the event.
2. **Avoidance:** To cope with the memories and emotions associated with the trauma, individuals may actively avoid reminders of the event, including certain places, people, activities, or even conversations that might trigger memories of the traumatic experience.
3. **Negative Changes in Thinking and Mood:** PTSD can lead to distorted beliefs about oneself or others, feelings of detachment from loved ones and persistent negative emotions such as guilt, shame, or fear. People with PTSD may also lose interest in activities they once enjoyed and have difficulty experiencing positive emotions.
4. **Changes in Physical and Emotional Reactions:** Individuals with PTSD may become easily startled or frightened, have trouble sleeping or concentrating and may engage in self-destructive behaviors. They may also experience hypervigilance, where they are constantly on edge and alert for signs of danger.

Early detection and intervention are critical for managing PTSD effectively. Several screening tools and diagnostic criteria are used to assess and diagnose PTSD:

- **Diagnostic Criteria:** According to the Diagnostic and Statistical Manual of Mental Disorders (DSM-5), a person must exhibit specific symptoms that significantly disrupt daily life and functioning for at least one month following a traumatic event to be diagnosed with PTSD.
- **Self-Report Questionnaires:** Standardized questionnaires can also help screen for PTSD. These questionnaires ask individuals to report on their experiences and feelings over a specific period.
- **Observation and Clinical Judgment:** PTSD symptoms may be observed by healthcare providers during routine medical appointments or counseling sessions. These observations can contribute to an accurate diagnosis.

Treatment options for PTSD typically include psychotherapy, medication, or a combination of both. Support groups and peer counseling can provide valuable emotional support and validation from others who have experienced similar trauma. Developing healthy coping strategies, such as mindfulness, exercise and maintaining a strong social support network, can also aid in managing PTSD symptoms and improving overall well-being.

If you or someone you know is possibly struggling with PTSD, reach out to a healthcare professional to set up an appointment. Talking to a healthcare professional will help you determine next steps and create a long-term care plan.

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CEDAR RAPIDS, IA 52404

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