



INTERNATIONAL BROTHERHOOD

of

ELECTRICAL WORKERS

LOCAL UNION # 405

Cedar Rapids / Iowa City

October 2024

This Month in Labor History

On October 24, 1940 the 40-hour work week went into effect under the Fair Labor Standards Act. It had been signed by President Roosevelt two years earlier. The story actually began on Saturday, June 25, 1938, when President Franklin D. Roosevelt signed 121 bills. Sadly, it wasn't until after two years of the U.S. Congress tampering with and watering down the bill that the Fair Labor Standards Act of 1938 (FLSA) became the law of the land.

Unfortunately, the law applied to only select industries, and did not initially protect workers employed directly by households in domestic service, such as cooks, housekeepers, maids and gardeners. It also excluded farm workers. Yet, it made a beginning and granted those it did cover the legal right to overtime pay for anything in excess of 40 hours a week. It also set a minimum wage of a whopping 25 cents an hour. Not unlike today, that did not sit well with the one percenters of the day. The main difference was the unequivocal defense of the law by President Roosevelt.

In one of his famous “fireside chats” the night before the signing, as American workers crowded around their radios, Roosevelt sent a strong message to both his supporters and his detractors: “Do not let any calamity-howling executive with an income of \$1,000 a day,... tell you ...that a wage of \$11.00 a week is going to have a disastrous effect on all American industry.”

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October 2024

Sun

Mon

Tue

Wed

Thu

Fri

Sat

		1 RENEW Meeting 6:00 pm	2	3 Iowa Women in Trades 6:30 pm Brotherhood Night @ Checkers 5:00 pm	4	5
6 RENEW Highway Clean-up	7 RENEW Board Game Night 6:00 pm	8 RENEW Board Game Night 6:00 pm	9 E-Board Meeting 5:00 pm	10 Brotherhood Night @ Checkers 5:00 pm	11	12
13	14	15	16 General Meeting 6:00 pm	17 Brotherhood Night @ Checkers 5:00 pm	18	19 Women's Painting Social
20	21	22 11th District Women's Committee Mtg. 6:00 pm	23 Local 405 Women's Committee 4:30 pm	24 Brotherhood Night @ Checkers 5:00 pm	25 U of I Homecoming Parade 5:45pm	26 Children's Harvest Party
27	28	29	30	31 Brotherhood Night @ Checkers 5:00 pm		

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BUSINESS MANAGER REPORT

Sisters and Brothers of IBEW L.U. 405,

We had another successful Labor Day Picnic at Hawkeye Downs this year. It was the highest attended picnic in recent memory. I want to thank everyone who showed up to celebrate our holiday. Also, a special thank you to those who helped set-up, cook, and tear down. I really enjoyed talking to everyone, from the CW who is trying to get into our apprenticeship to the retiree who gave their career to furthering the union cause. I think it's important for the different generations of IBEW members to share their ideas and experiences together and the picnic was a great opportunity for just that.

Our next family oriented social gathering is the Children's Harvest Party. This will be held on Saturday, October 26th at Bloomsbury Farm. We have been doing this the last couple of years instead of the Children's Christmas Party. It has been extremely well attended and we have received a lot of positive feedback. There will be snacks and beverages in Party Barn #2 from 12:00pm to 2:00pm. Feel free to arrive before noon and/or stay after 2:00. Just know that we will only have refreshments for the two hours listed. There is no need to RSVP, just come on out and have a good time with great people.

I would like to take some time to remind everyone to be your brothers and sisters keeper. We have unfortunately had some accidents involving our members working at home and on the road recently. It is everyone's responsibility to look out for the person working next to you. After an accident, most times, the only positive thing we can do is use the story as a cautionary example of what we can do better next time. We are a very well-trained work force here in Local 405. We just need to remember our training and then follow the time-tested process. It is easy to get caught up in trying to get the job done in a timely manner, but everyone coming home the same way they showed up in the morning should be our number one goal. This also extends to our personal lives. We are also mentors and friends of our union siblings outside of work as well. Whether it is helping an apprentice understand something that is on their homework or being a sounding board for someone going through a rough patch in their personal life. Brotherhood is more than just a word on our union bug.

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

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

REFERRAL AGENT REPORT

Since the last Executive Board meeting, we have written 17 JW referrals, 16 CE/CW referrals, 5 VDV referrals. 0 Residential referrals, 1 Lighting Maintenance referral.

As of 9/18/2024, the books are at:

- Book 1- 37
- Book 2- 8
- Book 3- 0
- Book 4- 1
- VDV- 0
- Resi- 0

With the North Liberty Hospital and Duane Arnold Solar II projects winding down the books will fill up a little. Tri-City Electric has been able to find homes for most of their manpower. Cupertino Electric has begun layoffs and will hit substantial completion mid/late October. We expect work this winter to be steady with some calls here and there.

For members wanting to travel, there are some hot spots around us that are taking Hall to Hall book signings. Stop by the Hall to get registered on ERTS, a Travel Letter, and on the Books. If you are unable to travel, we do need help filling our VDV Calls. The Health & Welfare is the same as the Inside rate and you keep your spot on the Book when taking an out of class referral. Make sure to re-sign monthly.

Please take the time to visit our Job Calls page on the website and read through the referral procedure. If you have any questions, I'm here to help.

In Solidarity,

London Morehouse, 7477713

FIELD REPRESENTATIVE REPORT

As you know, this year is an election year and this election is the most important election of our lifetime. Many of us have heard this before, but this election feels just a little different than some I have been involved with in the past. This election seems to have a higher importance to it and certainly, for us Union Members, it does. As Union Members, we have two choices; one choice we have seen time and time again has eroded our ability to secure more work, attempted to suppress our wages and benefits, and attacked our rights on and off the jobsite. The other choice we have this election is to vote for the Union Endorsed candidate.

I can tell you that at the state level, the Union Endorsed candidates have gone through a vetting process that all candidates are invited to attend. First, there is a 90-minute workshop, covering the important union issues in the state. It ranges from Collective Bargaining rights, workers compensation, Unemployment, to Right-to-Work-for-Less and Prevailing Wage for jobs with state dollars. All the issues covered, if enacted, would help our Local secure more work, help to raise our wage and benefit package, and at least maintain our rights on the job. Then there is a candidate questionnaire, where candidates commit to supporting the Union position on the issues. After that, their endorsement is voted on by delegates from Unions across the state. To me, this election is as simple as two choices. I am asking that you consider voting for your paycheck and voting for the Union Endorsed candidate.

As in past elections, we have the opportunity to help get the Union Endorsed candidate elected by talking to other Union Members about the election. We will have door knocking packets available from now until the election. We will be knocking evenings and weekends so anytime that works for you, we can accommodate. We have packets to do all over our jurisdiction and if you would like to help out, please reach out to me. If you do not have my number, call the Hall and ask to be transferred to me. I want to thank the members who have stepped up to help out already and I will have a full report of all who volunteered after the election.

Jeff Cooling

Field Representative



UNION ENDORSED CANDIDATES

**ELECTION DAY
NOVEMBER 5TH**

VOTING INFO:

**ELECTION DAY
AT POLLS
7AM-8PM**

**EARLY VOTING
AT AUDITOR'S OFFICE
OCT 16TH TO NOV 4TH**

**BY MAIL
REQUEST BALLOT
BEFORE OCT 21ST**



**SCAN TO FIND
YOUR VOTING
LOCATION**



PRESIDENT & VICE PRESIDENT

*Kamala Harris
Tim Walz*



U.S. CONGRESS

*CD 1: Christina Bohannon
CD 2: Sarah Corkery*



IOWA STATE SENATE

*SD 38: Eric Giddens
SD 40: Art Staed
SD 42: Charlie McClintock
SD 46: Ed Chabal*



IOWA STATE HOUSE

*HD 66 Andy McKean
HD 73: Elizabeth Wilson
HD 74: Eric Gjerde
HD 77: Jeff Cooling (IBEW 405)
HD 78: Sami Scheetz
HD 79: Tracy Ehlert
HD 80: Aime Wichtendahl
HD 83: Kent McNally (IBEW 405)
HD 85: Amy Nielsen
HD 86: Dave Jacoby
HD 89: Elinor Levin
HD 90: Adam Zabner
HD 92: Anna Banowsky*



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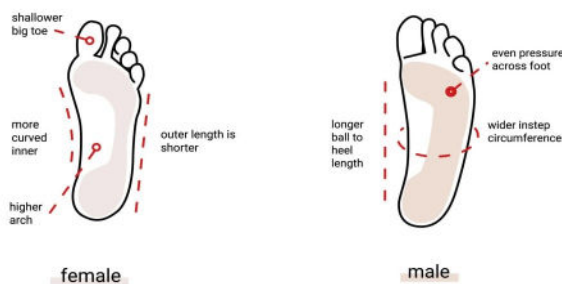
COMMUNICATIONS

Women's Committee

Boots: Is there really any difference between men's and women's feet? Yes, there is! A couple of companies are working on breaking the mold and bringing awareness to women's work boots. She Wear does a great job of explaining the difference and the scientific studies that support the difference. They point out the 4 main differences in feet - see image from their website (<https://www.shewear.com.au/pages/the-difference-between-men-and-womens-feet>). If you are up to ordering any shoe online, they do have specific instructions for measuring to cut back on ordering-return-reordering. If you are looking at shoes in a store that are labeled women's shoes, here are some items to look for:

1. Women's boots should be overall slimmer with a wider toe. Think almost a triangle shape.
2. Top of the boot should be secure and hold your foot in place.
3. When looking at the back, you should have a bit of an inward curve after the top of the boot. As women have more narrow ankles, this will help to give the right support.
4. When looking at the back, you should have a bit of an inward curve at the top of the boot. As women have more narrow ankles, this will help to give the right support.
5. The ankle of the boot should be shorter to match a woman's build.

The She Wear does warn that unisex boots are based on a men's shoe to be cautious of fit. While She Wear is based in Australia (it does ship internationally), there are other companies closer to home that specialize in women's work boots such as: Red Wing; Keen; and CAT. As a tradesperson, no matter what shoe you wear, if your puppies are howling - change your insoles! Being on your feet all day will wear them down to create uneven support and possible pain issues from the feet up to the hips. A common time frame to change your insoles is every 6 months.



As a reminder, we have our women's paining social on October 19th and you need to RSVP for attendance. You can call the Hall or reach out to Amanda Cooling for more information. In addition, we are planning additional activities and are always looking for fresh ideas. Join us in person or virtually for our monthly meetings - 4th Wednesday of the month at 4:30 pm. Finally, there are some big jobs finishing up and we want to remind you to grab some pictures of your crew and of your job so we can track our Local's history in our community.

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

AS OF SEPTEMBER 25, 2024

A&B Electric
Roger Steichen

Acme Electric
Jayden Casey
Jason Cirves
Jacob Durgin
James Henry
Elijah Kaine

Altmeyer Electric
Ryan Phipps

Baker Group
Bradley Kientoff
John Lane
Aaron Vulich

Basepoint
Kimber Willenborg

BIS Industrial
James Reel

Cupertino Electric
Thimothe Charles
Gabriel Marzen

ESCO Electric
Lance Canny
Trevor Gamerdinger
Kyle Laaker

BIS Industrial
James Reel

Gerard Electric
Justis Dengler
Hunter Mann

Hawkeye Electric
Calvin Beavers
Jeffrey Christian
Ryan Gaber
David Kass
Martin Van Erdewyk

Munson Electric
Dustin Bissell
Michael Feltman
Jacob Luenberger
Vince Mulnix
Beau Tiernan

Nelson Electric
Kenneth Templeton

Premier Electric
Billy Willingham

Tech Solutions
Tyler Steinwand

Streff Electric
Kyle Durgin
Austin Hanover
Joe Slaton

Trey Electric
Charlie Babcock

Tri-City Electric
Steve Barske
Arlen Berner
Quinton Gaul
Robert Golden
Robert Holden
Keith Kaiser
Jeremy Lampe
Jeffrey Scott
Jeffery Steege
Robert Sumner
Dan Tyne

Out of Work

Adam Burns
Mason Dunlavey
Quintin Fort
James Gerard
Lance Handel
Peter Kirsch
Kelly Kula
Gregory Lake
Marty McDowell
Brent Morris
Steven Morrow
Felisha Robertson
Christopher Rummans
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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Covenant Workplace Solutions EAP: Reducing Your Negative Self-Talk

Negative emotions you experience after a situation feel automatic, but in reality, they are a response to negative self-talk, which you have control over. Learn how to reduce your negative self-talk.

Self-talk is what our thoughts tell us about ourselves and the situations we are in. In some cases this can be negative. For example, people with anxiety tend to practice negative self-talk. So how can we take negative self-talk and turn it into positive or neutral self-talk? In order to help reduce it, you need to recognize, question, and replace negative self-talk. Identifying the type of negative self-talk you are engaging in can help you to consider your thoughts more clearly.

There are different types of negative self-talk and thinking that can perpetuate anxiety, low self-esteem, and other mental health challenges that people face each day.

- **Overgeneralizing:** Thoughts which focus on one bad experience and assume it means only bad things will happen
- **Mindreading:** Thoughts where you assume you know what others are thinking without reasonable supporting evidence
- **Filtering:** Thoughts that exaggerate the negative parts of you or your day without acknowledging the positives
- **Polarizing:** Thinking which only sees things as good or bad and does not recognize the middle ground
- **Emotional Reasoning:** Thoughts which use emotions to drive decision-making rather than logic.
- **"Shoulds":** Thoughts that include what you feel you "should" do. They can become negative when used unreasonably

Now that you have learned to identify various types of negative self-talk, let's start to question these beliefs. Begin by asking yourself where they come from and if they make objective sense. Remember, in-the-moment it can be hard to see the errors in your thinking because you are responding so quickly to your current situation. **When you write down your thoughts and analyze them later, it can be easier to understand how some thoughts can be incorrect.** It can be difficult to disagree with ourselves. Most of us have years of experience using negative self-talk, so it may take more work to notice how our negative thinking is not logical. When you consider your thoughts, see if any of them follow the thinking patterns of negative self-talk we discussed above. Recognizing this may help you see flaws in your thinking. For example, you could notice you are having mindreading thoughts and remind yourself you do not always know what others are thinking.

Other questions to ask yourself: What is this thought based on? Is there evidence to support this? Would I conclude this about a friend? Will this matter in one year?

The goal is to replace negative self-talk so that when you encounter a difficult situation, you respond in a calm and collected way instead of getting upset. For example, let's say you failed a midterm exam. Your initial thought may be, "I will never pass this exam! I am a failure!" However, after going through the process of recognizing, questioning and replacing, you may have a counterstatement that looks something like, "I am doing well in my other classes. I also still have time to raise my grade in this class. This was a learning opportunity, and I know I need to study harder."

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

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