



INTERNATIONAL BROTHERHOOD

of

ELECTRICAL WORKERS

LOCAL UNION # 405

Cedar Rapids / Iowa City

November 2024

This Month in Labor History

The Federation of Organized Trades and Labor Unions of the United States and Canada (FOTLU) was a federation of labor unions created on November 15, 1881, at Turner Hall in Pittsburg. It changed its name to the American Federation of Labor (AFL) on December 8, 1886.

At the first FOTLU Conference, these following resolutions were proposed, all of which were passed by the delegates. These included calls for:

- The legal incorporation of unions
- Compulsory education of children
- Prohibition of child labor under the age of 14
- Apprenticeship laws
- Establishment of an eight-hour workday
- Repeal of state conspiracy laws which did not provide a safe harbor for labor unions
- Establishment of a federal agency to collect labor statistics
- Abolition of convict labor
- Prohibition of the importation of foreign workers
- Federal legislation requiring ventilation and inspection of mines
- Support for Irish liberation
- Legislation making employers responsible for industrial accidents
- A high protective tariff

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November 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4 RENEW Board Game Night 6:00 pm	5 Renew Meeting 6:00 pm	6	7 Iowa Women in Trades 6:30 pm Brotherhood Night @ Checkers 5:00 pm	8	9
10	11 Veteran's Day (Holiday)	12 RENEW Board Game Night 6:00 pm	13 E-Board Meeting 5:00 pm	14 Brotherhood Night @ Checkers 5:00 pm	15	16
17	18	19 VDV Wage Allocation Meeting 5:00 pm	20 General Meeting 6:00 pm *Inside Wage Allocation Meeting*	21 Retirees Social Club Brotherhood Night @ Checkers	22	23
24	25	26 11th District Women's Committee Mtg. 6:00 pm	27 Local 405 Women's Committee 4:30 pm	28 Thanksgiving (Holiday)	29 Day After Thanksgiving (Holiday)	30

BUSINESS MANAGER REPORT

Brothers and Sisters of IBEW L.U. 405,

Here we are once again on the eve of another election day. The old adage of “this election is the most important election of our lives” seems to apply once again. On top of the ticket, it is a clear choice. We have one candidate, Kamala Harris, who is going to continue to invest in the physical infrastructure of our country and the workers that are going to build it. On the other side, we have a former president with a track record of being on the side of big business that is decidedly anti-worker rights. On the ballot for Federal office, we have some terrific Candidates for our Congressional House Districts in Christina Bohannon (1st District) and Sarah Corkery (2nd District).

I would also like to highlight two of our very own IBEW 405 members who are running for the Iowa House. Jeff Cooling is the incumbent running in House District 77. Kent McNally is challenging the incumbent of House District 83. If we can get these two IBEW Members elected, it would give organized labor a bigger voice in Des Moines. It would be a great asset to have a voice in the laws that apply to our apprenticeships, unemployment benefits, professional licensing, and many more policies that affect us as electrical workers. There are also a lot of other labor allies running in this election cycle. Please see the attached list of Hawkeye Area Labor Council endorsed candidates.

Get out and vote! I recommend voting in person, either on the day of the election or at early voting locations in your county. If you have requested an absentee ballot and haven't turned it in yet, do not risk putting it in the mail. Drive it to your counties drop box. With the change in our election laws, the ballot must be at the Auditor's office on the day of the election. It no longer matters what the postmark date reads on your mailed in ballot. We cannot afford apathy. It is often said that we get the government that we deserve. Go out and send the message that organized labor is paying attention, that we are active, and we are going to continue to vote at higher rates than the general public.

In Solidarity,

Matt Resor

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HAWKEYE AREA LABOR COUNCIL ENDORSED CANDIDATES

Kamala Harris- President

C.R. Chapter Endorsed Candidates

Sarah Corkery- Congress District 2

Andy McKean- House District 66

Tracy Ehlert- House District 79

Kent McNally- House District 83

Sami Scheetz- House District 78

Jeff Cooling- House District 77

Elizabeth Wilson- House District 73

Aime Wichtendahl- House District 80

Eric Gjerde- House District 74

Art Staed- Senate District 40

Charlie McClintock- Senate District 42

Molly Donahue- Linn County Supervisor

Todd Taylor- Linn County Auditor

Brian Gardner- Linn County Sheriff

I.C. Chapter Endorsed Candidates

Christina Bohannan- Congress District 1

Amy Nielsen- House District 85

Dave Kacoby- House District 86

Elinore Levin- House District 89

Adam Zabner- House District 90

Anna Banowsky- House District 82

Joe Hegland- Senate District 34

Ed Chabal- Senate District 46

Brad Kunkel- Johnson County Sheriff

Lisa Green Douglass- J.C. Supervisor

Rod Sullivan- J.C. Supervisor

Julie Persons-J.C Auditor

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Contact Info

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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 meeting, we have written 7 JW referrals, 4 CE/CW referrals, 5 VDV referrals, 1 Lighting Maintenance, and 0 Residential referrals.

As of 10/21/2024, the books are at:

- Book 1-80
- Book 2- 9
- Book 3- 0
- Book 4- 3
- VDV- 0
- Resi- 0

With the large jobs reaching completion our books have begun to fill up. We don't see things busting wide open again until the Spring/Summer. However, there are several locals around us that need manpower and have open calls working overtime. We have several members already working in Des Moines, Racine, and Kansas City.

For members wanting or needing to travel, stop by the Hall. We can get you registered on ERTS, at Travel Letter, and on the book(s). Please take the time to read the referral procedure of the Hall you take a referral from and remove your name from all other book 2 out of work lists.

In Solidarity,

London Morehouse, 7477713

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COMMUNICATIONS

Women's Committee

Due to RSVP's being low, we will be pushing our painting night back until after the holidays. Be expecting an updated invite in December. We will be planning a blanket making event open to all members in December. Fabric will be provided and we are just looking for some helping hands to tie edges. Blankets will be donated to the local women's shelter. More details to follow. Lastly, we will be posting Women's Constriction brochures at the Hall and JATC for women's apparel and boots. Help yourself and let us know if you have more helpful links.

In Solidarity,

Amanda Cooling, 7477624

VDV Unit

The VDV Unit will allocate a \$1.80 raise on Tuesday, November 19th. Make sure to have your dues receipt ready in order to participate in the allocation meeting.

A Message From Dan Hager

Dear Lord thank you for my mother, my family and friends. Thank you for my Brothers & Sisters at the IBEW Local 405 who brought so much love and care to my gathering 9-14-24. It was a day I will always cherish.

Some say a mans wealth can be measured by the people who loved and cared for him. I am so lucky.

The journey that the Lord has put me on I shall walk this path with pride knowing all that he brought into my life made me a better person. Thank you all. Amen.

Daniel Hager.

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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JATC Training Center News

I am happy to report the training center expansion is nearly complete. This project added a mezzanine above the existing lab; two new classrooms and additional office space were added to the mezzanine, in addition to an elevator to meet ADA requirements. With the exception of a couple of punch-list items, construction is completed, and the staff and students are working to occupy the new space.

Installation of the upgraded PV system on the roof of the training center has been completed as well and went online on October 3rd. The new system is designed to deliver 108% of the training center's electricity needs. In addition, the existing PV installations installed on the premises were brought into compliance with current NEC requirements. With jobsites slowing down, there have been some apprentice layoffs occurring, but all have been put back to work quickly so far. According to the market recovery program, a single contractor is not allowed to lay off an apprentice if that contractor has any CWs employed. Other shops are not required to lay off their CWs when an apprentice is laid off from a different shop, unless that apprentice has been out of work for 14 days. There are several CWs currently working, so we should be able to keep finding spots for apprentices as needed.

There is one continuing education class currently scheduled, and a class that was postponed to October will be rescheduled for November soon. Check out the website to see what is being offered; additional classes will be offered soon. Courses will not be scheduled in December, but will resume after the holidays.

There is also a Tech Math course that being offered for the first time. This course is being offered for CWs that never had the opportunity to take algebra in high school or need to brush up on those skills. Successful completion of this course meets the algebra requirement to qualify a CW to take the aptitude exam, as well as giving them the tools needed to pass the math portion of the exam. There are no CEUs given for this course; a reading comprehension course is being planned as well for CWs preparing to take the aptitude test.

In Solidarity,

Jebediah Novak

Training Director

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MEMBERS IN ARREARS

AS OF OCTOBER 25, 2024

Acme Electric

Brian Copeland
Elijah Kaine
Lucas Long
Nick Stripling

Baker Group

Carl Stahle

Basepoint

Kimber Willenborg

Cupertino Electric

Thimothe Charles

ESCO Electric

Mickey Harris
Kyle Laaker

Gerard Electric

Justis Dengler

Hawkeye Electric

Calvin Beavers
Ryan Gaber
Mitchell Glantz
Mitchell Kesterson
Paul Koch
Travis Taylor
Martin Van Erdewyk
Nathaniel Wojchowski

Justice Electric

Kevin Kipp

Munson Electric

Trevor Denman
Noah Erickson
Trent Holub
Vince Mulnix

Nelson Electric

Michael Negro

Paulson Electric

Corey Starry

Premier Electric

Eric Colsch
Gerald Mittan
Paul Myers

Tech Solutions

Mike Ammeter
Tyler Goettsch

Trey Electric

Dan Davis
Beau Nelson

Tri-City Electric

Keith Kaiser
Josh Plett
Logen Rodriguez
Jeffery Steege
Robert Sumner
Aron Sweet
Dan Tyne
Aaron Wier
Garrett Wolverton

Out of Work

Adam Burns
Jerry Daugherty
James Gerard
Dallas Grant
Travis Johnson
Peter Kirsch
David Longoria
Aydan Mahoney
Dana Pasker
Ryan Paulson
Felisha Robertson
Daniel Rubalcada
Christopher Rummans
Joseph Stewart
Matthew Thewke
Leslie Todd

Retraction: The following members dues were not late in September: John Lane & Dustin Bissell

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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Strategies for Mental Hygiene and Psychological Safety at Work

What actions can you take to maintain your own mental health and to ensure that your workplace is psychologically safe?

Reaching these goals requires deliberate effort, according to the presenters of “Developing Leaders to Support Total Worker Health” a recent International Foundation webcast. LaBarron Burwell, faculty and employee assistance consultant at the University of Virginia in Charlottesville, Virginia, and Judith Plotkin, national vice president of health solutions at People Corporation in Toronto, Ontario, provided strategies for achieving both objectives.

Building Mental Hygiene

Burwell introduced the concept of *mental hygiene*, which is the science of maintaining mental health and preventing disorders to help people function at their full mental potential. He compared mental hygiene to personal hygiene, explaining that much like people need to brush their teeth or take regular showers to maintain personal hygiene, they need methods to take care of their mental health.

One person’s strategy to deal with a negative experience might be to call a parent, while another might lie in the grass to relieve stress. “Each person has their own set of mental hygiene routines and practices that work for them.” Burwell explained.

To further illustrate the importance of these techniques, Burwell compared the daily stressors most people encounter to taking bites of an onion.

“If you woke up in the morning and you bit an onion, surely before you talked to someone, you’d brush your teeth, pop a mint...you’d do something,” he said. Everyday stresses—a call from a spouse about a child’s behavior at school, getting cut off by another driver in the parking lot - are all like bites of an onion for someone’s mental health, he added.

“What are you going to do to get that onion off your breath?” he said. The more bites of an onion someone has, the more they are likely to react, so people need techniques to create peace of mind. They can also use techniques to calm themselves *before* stressful situations.

Possible mental hygiene techniques include the following: Mindful eating; taking regular breaks; seeking social support; engaging in physical activity; expressing emotions; practicing forgiveness; limiting news consumption; deep breathing; mindfulness meditation; gratitude journaling; positive affirmations.

One of the ways people can make sure they’re prepared for the world is by taking care of their mental hygiene, Burwell concluded. “Ask yourself a simple question—Before you walk into work or school or before you greet your spouse, did you brush your teeth after you bit that onion?”

Creating Psychological Health and Safety at Work

Plotkin discussed the concept of psychologically healthy workplaces and offered strategies for leaders who want to champion them.

She offered several definitions for *psychologically healthy workplace*, including: “A psychologically healthy and safe workplace is a workplace that promotes employees psychological well-being and actively works to prevent harm to worker psychological health.”

Psychologically safe workplaces are correlated to successful teams, and they can create environments where people can share creative ideas, Plotkin said. They also support diversity and inclusivity.

A workplace that is *not* psychologically safe might have some of these hazards: Low employee engagement and/or lack of influence over daily work; little or no professional development opportunities; poor physical work environment; physical violence; abuse of authority; lack of work accommodation.

Obvious manifestations of these hazards are behaviors, such as bullying and insults, and conditions, such as inequity and discrimination, but there are less recognizable signs, such as lack of role clarity, lack of ability to understand the work required or lack of transparency in decision making, Plotkin explained.

Employees who don’t feel psychologically safe at work can experience physical and emotional symptoms, and bystanders and entire teams can also experience trauma in these workplaces, she noted.

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