



INTERNATIONAL BROTHERHOOD

of

ELECTRICAL WORKERS

LOCAL UNION # 405

Cedar Rapids / Iowa City

April 2025

May Day and the Haymarket Affair

If you believe May Day is just welcoming the change of seasons with baskets of goodies and flowers, you'd be wrong. Don't feel bad though, the ruling class has spent substantial amounts of money, time, and energy to erase the Labor Movement in the US. May 1st is actually International Labor Day, tracing its origins back to American workers fighting for a shorter work day. In October 1884, the Federation of Organized Trades and Labor Unions unanimously set May 1, 1886, as the date by which the eight-hour work day would become standard. In preparation for this, thousands of workers went on strike and attended rallies across the US. On May 3rd 1886, at a rally outside McCormick plant in Chicago, striking workers confronted scabs. The speaker August Spies called for calm, but the police fired into the crowd, killing two workers and injuring several more. This sparked outrage, which led to an even larger crowd gathering at Haymarket Square on May 4th. The rally was so peaceful, even Mayor Carter Harrison III was in attendance and chose to walk home. Despite this, large groups of police arrived and ordered everyone to disperse. A bomb was thrown and police opened fire into the crowd killing at least eight people. Despite a lack of evidence against them, eight labor activists were convicted in connection with the bombing. Several were executed. The Haymarket Affair was a major setback for the organized labor movement in America. So, this May, don't forget to celebrate International Labor Day. Maybe skip the baskets and support workers' rights instead.

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April 2025

Sun Mon Tue Wed Thu Fri Sat

		1 RENEW Meeting 6:00 pm	2	3 Iowa Women in Trades 6:30 pm	4	5
6	7 RENEW Board Game Night 6:00 pm	8 RENEW Board Game Night 6:00 pm	9 E-Board Meeting 5:00 pm	10	11	12
13	14	15	16 General Meeting 6:00 pm	17 Retirees Social Club 11:30 am	18 Local 405 Pinning Banquet	19
20	21 11th District Women's Committee Mtg. 6:00 pm	22	23 Local 405 Women's Committee 4:30 pm	24	25	26
27	28 Workers Memorial Day	29	30			

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BUSINESS MANAGER REPORT

Brothers and Sisters of IBEW L.U. 405,

I would like to start by congratulating our former 5th year Apprentices who are now JW's. For those of you who have not heard, our Inside Apprenticeship has gone back to being a four-year program. We feel that this will allow us to compete for applicants against our non-union counterparts that have always had a four-year program. While at the same time not sacrificing our world class training that our Members receive at our JATC. I would like to acknowledge the Labor Management Committee, JATC Committee, and especially our JATC Training Director Jebediah Novak. Every one of these people on their committees or in their role as Training Director did the work to make this possible. We now look forward to our 4th year Apprentices turning out this summer.

At our last General Meeting, our membership approved of the by-laws proposal for raising our working assessments. The meeting was well attended, and we had a long and thoughtful conversation. I can truly say that I appreciated and respected everyone's contribution to this important conversation. I would like everyone to know that we take our membership's money and how we spend it very seriously. That is why I felt extremely honored to be entrusted with this responsibility. Over the coming months and years, we are anticipating some changes that will give our membership and their families better access to healthcare and upgrading our Union Hall. Throughout the process, we will strive to be as transparent as possible and will continue to seek input from all of you.

On the legislative front, many of you have noticed the pop-up on our website about SF-603. This bill was amended on a Monday night and passed through both chambers on Tuesday afternoon. What that fast tracked amendment did was take away requirements in qualified bidder language that only a few counties and cities in Iowa required on public projects. Some of those requirements are if you have apprentices they must be registered with the state, ensuring workers have unemployment and workers compensation insurance being paid on them, past history of contractors OSHA violations, any violations of The Child Labor Act, and other very reasonable requirements. These requirements are not a union vs non-union thing. It's ensuring that responsible contractors are doing these public projects that our taxpayer money is funding. Thank you to everyone who made a phone call or emailed. We will continue to try and activate our membership to show our elected officials that we are paying attention and we are going to hold them accountable for their votes.

In Solidarity,

Matt Resor

Business Manager

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Tina: 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

Over the course of March, we wrote 19 JW referrals and 4 CE/CW referral.

Unemployed:

- Book 1- 75
- Book 2- 15
- Book 3- 0
- Book 4- 3
- VDV- 1
- Resi- 0

Congratulations to the 5th year apprentices for completing the apprenticeship. I look forward to celebrating this accomplishment with everyone at the turn-out party on June 10th. The various factories in the area are coming up on year end and looking to improve their facilities. A couple contractors have been putting calls in for these projects. CST has finally begun to put calls in for manpower. Proof of an OSHA 10 or 30, a urinalysis, and a background check is required to be on site. You can't have any misdemeanors in the last 5 years, felonies in the last 7 and can't be on any sex offender registry. I know guys are waiting and I've also been a victim of waiting for the perfect call. If you're in need of employment, don't wait, bid on a call. Let's protect our current market share, and use these large jobs to secure more.

In Solidarity,

London Morehouse, 7477713



COMMUNICATIONS

Women's Committee

March was a big month for the Women's Committee. Gracy, Jazmine, Leah and I were able to attend the 11th District IBEW Women's Training. We each had something we took away from the session. We had a guest speaker talk to us about some financial issues, planning and the importance of keeping up with beneficiaries/death planning. Understanding the terms and decision making process can be daunting, so he recommended the following books: *The Psychology of Money*, by Morgan Housel and *Economics 101*, by Alfred Mill with Michele Cagan. We had a session on the importance of mental health and drug use. Two facts that I took home were 1. Narcan (nasal spray) is now available OTC and is super easy to use if you think someone is having an overdose. 2. Current Fentanyl is being laced with animal tranquilizers and Narcan will work on this form of drug. Then we had a Physical Therapist talk to us about the importance of stretching and using your legs. The muscles around your spine are only about 1.5 to 2 inches wide and are not made for lifting. She explained for a person to lift roughly 30lbs with their back instead of legs can generate around 700lbs of force on your spine muscles. Lastly we had Amanda Pacheco, IBEW Education Dept. Director, lead the Success Signals session, which helped us identify our communication style and how to work with the communication style of those we work with. We can host any of these or similar sessions at our Hall so be sure to reach out if any of these interest you.

Thank you for your support for the Iowa Women in Trades Summit. We had over 50 women participate this year covering how to be an ally on the jobsite, Worker's Rights under OSHA (federal and Iowa), mental health/how to decompress, and reaching out and activating members. We elected a new board member from the Bricklayers, Kay Bennett, and she is eager to talk to anyone about joining the craft. She is also part of the new Built By Pros commercial.

Our new Journeyma'am stickers came and are in London's office. Check them out when you get a chance. Lastly, we are working on our ongoing history project and would love any help you are willing to give. We are working on scanning photos, identifying members, submitting your current photos to us, and interviewing retired members. We are open to anyone joining us for our monthly meetings - 4th Wednesday of the month at the Hall, starting at 4:15 pm. Can't make the meetings? Send us your email and we will add you to our meeting recap email.

In Solidarity,

Amanda Cooling, VDV Tech
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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JATC Training Center News

I am happy to report that the revised Standards have been approved by the State's Office of Apprenticeship. Under the new Standards, apprentices will still be required to accumulate 8,000 hours of on-the-job training, but the amount of classroom instruction will be reduced from 975 to 780 hours. The reduction in classroom hours will effectively transition the Inside Wireman program from five-years to four-years in duration.

Early in the process, the Committee recognized obtaining 8,000 hours of OJT in four years could be difficult, so the Committee moved to accept up to 2,000 hours of documented OJT hours obtained previous to becoming indentured. Ordinarily three hours are only granted at the time the apprentice is indentured into the program, however, acknowledging the significance of this change to the program, the Committee acted to retroactively allow the submittal of previous OJT hours for credit to existing apprentices as well. The training center has been busy obtaining past records for hours worked to credit those hours where possible and to update the apprentices in the Department of Labor apprenticeship website.

Earlier this year, the Labor-Management Committee agreed on a new 6-period wage schedule for the updated standards as well, taking the place of the 10-pay period schedule previously in effect. After the dust settled, most apprentices were given a 2% wage increase, which has now gone into effect. This also has brought the first-year wage rate above the \$20.00 mark, which will help continue to attract quality applicants.

When the training center was notified that the Standards had been accepted, the Committee considered the fact that the fifth-year class had their 8,000 hours of OJT and had completed at least 780 hours of classroom instruction. The Committee brought the fifth-year class in to the training center for a special meeting on Friday, March 14th. During the meeting, the Committee notified the class that at the end of the next pay period, on Friday, March 21, any fifth-year apprentice that had passed the licensing exam would be granted Journeyman Wireman status, provided they did not have any pay delays. Eight of the fifth-year class' apprentices turned out the following Monday.

Meanwhile, the fourth-year class is coming to terms with the fact that their time in the apprenticeship is quickly drawing to a close as well. Under state law, they are not allowed to take their licensing exam until they have 8,000 hours of OJT and have completed the fourth year of curriculum. With the additional hours approved by the Committee, most will have their 8,000 hours of OJT by the end of the school year. By the time they submit paperwork to the state to be sponsored, schedule the date, and pass the test, it may be another month before they reach Journeyman status. All told, there will be 26 fourth year apprentices and 15 fifth year apprentices completing the program, for a total graduating class of 41 new JW's.

Looking to the next school year, we have started to extend offers to applicants for the incoming class as well, with nine offers made to date. Earlier today (March 27th), the program indentured its first new apprentice under the new 4-year standards. Everything indicated this year's class will be just as large as the last three years, if not a little larger. This is requiring the training center to look at some different options to make sure everyone will fit in the building next fall. We are also having success recruiting apprentices from our non-union competition, and the number of applicants remains strong.

In Solidarity,

Jebediah Novak

Training Director

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MERCY EAP

The American Foundation for Suicide Prevention reports that men die from suicide at a significantly higher rate than women. Why is Men's Mental Health often put on the back burner? Good question.

Why Do Men Die More From Suicide?

To answer that question, let's start with a few more known facts that contribute to the problem.

- Men are more likely to develop alcohol use problems.
- They are also less likely to seek professional help for depression than women.
- Men are two to three times more likely to use drugs as a coping solution.
- Depression and suicide are leading causes of death for men.

Given that risk for men is so high, why don't we seek help? In our society, men are often taught to be strong and quiet. **Often times, men worry that seeking help will be an indication of vulnerability. Suppressing your feelings can make mental health worse.** These feelings can result in a depressed mood and even chronic health problems.

Historically, men are raised to be stoic and not talk about their feelings. It's not that men necessarily suffer from more mental health issues than women (actually the opposite is true). Men are programmed to be less "communicator" and more "problem solver". This can result in interference in relationship interactions. In short, men aren't getting the help they need so more severe symptoms, like suicide, happen more often. So, what can be done to help?

Therapy Is Not So Scary. I Promise.

It takes strength to seek help, but the good news is that talking about feelings through therapy becomes less scary over time. With therapy, relationship interactions begin to improve.

Historically, hurt in men tends to manifest more often as anger, unintended anger or irritability. It is not uncommon that I encounter men in therapy who have some fear of taking emotional stock of their internal state. I often see and hear from clients that their initial resistance to getting help is fear. They are afraid that if they start opening up about past hurts, it will be like taking the lid off Pandora's box and then he will not be able to get it closed again. **One analogy I like to use is that going to therapy over time is like shaking a pop bottle.** If you open the bottle quickly, you will have a mess of sticky soda everywhere. But, through therapy, we only let a little of the bubbles escape each time we "open" your thoughts. Eventually you can take your thumb off of the bottle completely and it won't erupt. Ironically, the more a person shares his feelings, the more control he has over those feelings.

What Does Therapy Look Like?

Frankly, whatever you want it to look like. Some men may go to therapy to talk about big issues like past molestation or emotional or physical abuse. Perhaps, he had an absent father that shaped who they have become as a man.

The idea that there has to be something "big" for therapy to be needed is a myth. That simply couldn't be further from the truth. Therapy can also be used to address seemingly smaller issues like difficulty with emotions, relationship issues related to intimacy and affection, daily stress, and anxiety.

The bottom line? **Men getting in touch with their feelings is a good thing.** It is not an indication of being soft or less masculine. Mental health services can help you be a better son, father, co-worker, human and a better person for yourself. If you are ready, please reach out to learn more or to request an appointment.

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2024 Service Pin Recipients

<u>10-Year Pins</u>	<u>15-Year Pins</u>	<u>25-Year Pins</u>	<u>25-Year Pins</u>	<u>35-Year Pins</u>	<u>50-Year Pins</u>
Andrew Avelar	Ivan Bailey	Shawn Aubrey	Gary Tomas	John Kerkman	James Bys
Joshua Beck	Shane Birkey	Cory Barta	Christopher Upah	Stanley Koster	Russell Collins
Dustin Clark	Lyle Campbell	Ronnie Boardman	Terri Wullner	Robert Merritt	Clarence Leichthy
Jason Cooney	Travis McCombs	Daniel Buck	<u>30-Year Pins</u>	Austin Novak	Earl Lockhart
Joey Daugherty	Travis McMeekin	Steve Burrington	Frank Barnes	Tim Quinn	Carl Machula
Brandon DeSotel	James Morrison	Zach Casey	H. Michael Carson	Robert Wageman	Michael Sanders
Michael Dominick	Jonathan Noesen	Brian Caspers	Scott Ferguson	<u>40-Year Pins</u>	<u>55-Year Pins</u>
Derek Dunkin	Brian Peyton	D'Andre Davenport	James Henry	Leonard Phelps	Clifford Beauregard
Ryan Edwards	Neal Pfiffner	John Feltes	Noel Hogue	<u>45-Year Pins</u>	Edward Blegen
David Hanna	Daniel Ries	Jonathan Formanek	Jeffrey Kremer	James Caslavka	Gary Bright
Casey Holst	Jory Schaldecker	David Freund	Justin Miller	Robert Kuncel	Dennis Edaburn
Ryan Hoy	Joe Schollmeyer	Paul Koch	Jebediah Novak	Donald Michel	Joseph Kosman
Jimmy Jensen	Jon Stribling	Todd Kress	Suzanne Petersen	Steve Murphy	Larry Suchomel
Tyler Long	<u>20-Year Pins</u>	Jess Lester	Maurice Siebels	Howard Pewitt	<u>60-Year Pins</u>
Adam McDonough	Daniel Bedel	Scott Long	Roger Steichen	Russell Phillips	Aldin Durfey
Kevin Moore	John Kavanaugh	George Melichar	<u>35-Year Pins</u>	Ronald Rooks	Ronald Eden
Nick Stripling	Jessie Ries	Ronald Mulnix	Donald Byerly	David Schuller	Stephen Hull
Andy Tangeman	Colby Schmelzer	Michael Rinholen	Robert Clark	Paul Trimble	Don Mersch
Beau Tiernan	Nicholas Volk	Frank Shannon	Chuck Harriott	<u>50-Year Pins</u>	Roxie Mulnix
Aaron Wier	Brian Wendling	Dean Solem	Warren Kaump	Charles Bildstein	Gary Schmatt

2024 Retiree Watch Recipients

Mark Carson	C. John Jennings	Marty McDowell	Ron Rooks	Dave Schuller	Terri Wullner
Glenn Clark	Warren Kaump	Jay Patters	Gary Sandt	Frank Shannon	

MEMBERS IN ARREARS

AS OF MARCH 31, 2025

A & B Electric

Roger Steichen

Acme Electric

Jeff Donohue

Mark HOcker

Elijah Kaine

Lucas Long

Storm Matthias

Tate Sullivan

Calvin Voelker

Altmeyer Electric

Kristian Anderson

Baker Group

Kristian Anderson

BIS Industrial

James Reel

Dependable Electric

Jerry Herb

Richard Herb

Colby Schmelzer

ESCO Electric

Garrett Kubovec

Drew Richardson

Gen3 Electric

Nick Gerard

Gerard Electric

Justis Dengler

David Thompson

Andrew Waite

Hawkeye Electric

Andrew Jones

Mitchell Kesterson

Justice Electric

Kevin Kipp

Paul Pata

Munson Electric

Trevor Denman

Keanan Neuhaus

Paulson Electric

Steve Kluesner

Premier Electric

Billy Willingham

Ruyle Mechanical

Mitchell Mckusick

Jeffrey Steffensmeier

Trey Electric

Beau Nelson

Tri-City Electric

Robert Golden

Danielle Hamilton

Keith Kaiser

Garett Wolverton

Out of Work

Michael Amling

Brett Balliet

Cory Barta

Marcus Beard

Michael Brinkmann

Mike Dodsworth

Dallas Grant

Lance Handel

Dawson Holub

Travis Johnson

Thomas Roney

Christopher Rummans

Aaron Seaton

Joshua Smith

Matthew Thewke

Shaka Ware

Jacob White

Delinquent Members

**(more than 3 months
behind in Dues)**

Calvin Beavers

Lonny Beck

Matthew Biewen

Randy Buresh

Eric Colsch

Lonnie Dennis

Tyler Goettsch

Aydan Mahoney

Gerald Mittan

Ricky Ralston

Terry Slaughter

Cody Whittom

Retraction:

David Garrison was not
late on his dues last
month.

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