



INTERNATIONAL BROTHERHOOD

of

ELECTRICAL WORKERS

LOCAL UNION # 405

Cedar Rapids / Iowa City

June 2025

This Month in Labor History

The Fair Labor Standards Act (FLSA), signed in June 1938, includes provisions on several labor related provisions including the creation of the right to a minimum wage, overtime pay for working more than forty hours a week, and provisions related to child labor.

Prior to the passage and signing of the FLSA, progress was being made improving the workplace. This includes passage of laws related to safety and child labor, as well as the gradual move to an 8-hour workday. While the more immediate history for this law began in 1933, with the National Industrial Recovery Act and the President's Reemployment Agreement, this law had less impact because in 1935, the Supreme Court essentially invalidated this law.

The wage-hour discussion was again boosted with Roosevelt's reelection in 1936 and the Supreme Court decision in *West Coast Hotel Company v. Parrish* in 1937. Secretary of Labor Frances Perkins was directed to work on laws related to hours of work and to abolish abuses of child labor. One law was the Public Contracts Act of 1936 (Walsh-Healey) which required most government contractors to adopt an 8-hour day and a 40-hour week, but it was limited. It took a few more attempts to get a broader law, but in January 1938, the bill that became the FLSA was sent to Congress. After the bill was debated and voted on, it was signed by President Roosevelt and became effective on October 24, 1938. It contained provisions related to hours worked and child labor.

To administer the wage and overtime components of the law, a Wage and Hour Division was created within the Department of Labor and included this finding and declaration of the policy in the law itself:

Sec. 2. (a) The Congress hereby finds that the existence, in industries engaged in commerce or in the production of goods for commerce, of labor conditions detrimental to the maintenance of the minimum standard of living necessary for health, efficiency, and general wellbeing of workers (1) causes commerce and the channels and instrumentalities of commerce to be used to spread and perpetuate such labor conditions among the workers of the several States; (2) burdens commerce and the free flow of goods in commerce; (3) constitutes an unfair method of competition in commerce; (4) leads to labor disputes burdening and obstructing commerce and the free flow of goods in commerce; and (5) interferes with the orderly and fair marketing of goods in commerce (75th Congress, Chapter 676, 1938).

Since 1938, the FLSA has been amended a number of times, and many states have enacted their own minimum wage laws.

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June 2025

Sun

Mon

Tue

Wed

Thu

Fri

Sat

1	2 RENEW Board Game Night 6:00pm	3 RENEW Meeting 6:00 pm	4	5 Iowa Women in Trades 6:30pm	6	7
8	9	10 ~Apprentice Turn-out party~ RENEW Board Game Night 6:00 pm	11 E-Board Meeting 5:00pm	12	13	14
15 Father's Day	16	17 Stewards Meeting 5:00 pm	18 General Meeting 6:00pm	19 Retiree's Social Club 11:30am	20	21
22	23	24	25 Women's Committee 4:30pm	26	27	28
29	30					

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BUSINESS MANAGER REPORT

Sisters and Brothers of IBEW LU. 405,

After a bit of a lull this winter and spring, the work picture is picking up. If you are looking for work, calls have been steadily coming in. We anticipate that trend to continue through the foreseeable future. We are going to need everyone on our out of work list to consider taking a call and also consider filling leadership roles during the upcoming busy time. In addition to the data centers, we must continue taking care of our traditional customer base, so that when the data center work is over our competition hasn't filled that void. No one cares more about the 405's reputation more than we do. Our goal is to have all the have all the electrical work in our six counties done by a well-trained and well-compensated IBEW 405 member.

On May 17th RENEW organized IBEW 405 evening at the ballpark. All 300 tickets sold out for the Kernels game. It was great to see all the families out at the ballpark enjoying a hot dog and baseball. After all, our families are the reason we go to work every day to do a physically and mentally taxing job. This has been a very well attended event currently and in the past so I hope we can continue to do more of these events in the future. Thank you to the members of RENEW for putting the work in for this and other social events that they organize.

There are other events coming up. The most important one being our apprentice turnout party at the Hall. This year is a little different than in the past. The turnout party will be the afternoon of **Tuesday, June 10th**. We will be celebrating the 4th and 5th year classes that are graduating from the apprenticeship . Please come out and support our Brothers and Sisters in this great accomplishment.

We also have our Local 405 Golf Outing, the Annual Hawkeye Area Labor Council (HALC) steak fry, and the HALC Golf Outing. These events all have a sign-up sheet at the Hall to reserve a spot. They are first-come, first-served. If you have any questions about these events, call or stop by the Hall. The Annual CR/IC Building Trades Solidarity Ride is coming up as well. This event will take place on July 26th. For any upcoming events reference our "events calendar" tab on our web page or contact the Hall with your questions.

In Solidarity,

Matt Resor,
Business Manager

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Contact Info

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(319) 396-8241

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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

Bill: Ext. 1363 For:

Union Services or HRA

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 May, we wrote 37 JW referrals and 14 CW referrals.

Unemployed:

- Book 1- 72
- Book 2- 27
- Book 3- 0
- Book 4- 3
- VDV- 1
- Resi- 0

We love our acronyms. IBEW, NECA, NEBF, PBF, UIHC, CST, EWD, QTS, DAEC... the list goes on and on. With all these acronyms, comes some confusion about who is who and what is what. CST stands for Continental Superior Tri-City. They are building the EWD data center where you must pass a background check, urinalysis, and have an OSHA 10 or 30. TCE is Tri-City Electric, who is building the QTS data center. So far, the only requirement for Journeyman is an Iowa Electrical License. Depending on what the NextEra board decides, we may start seeing DAEC, Duane Arnold Energy Center, calls as well. Are you even a Hawkeye if you don't know that UIHC stands for University of Iowa Hospitals and Clinics? Or is it Health Care? Rebranding is tough. Hopefully that helps clear things up for those of you looking for work in the area. Keep up with your re-signs and let's man all the jobs, especially our traditional ones.

In Solidarity,

London Morehouse, 7477713

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Women's Committee

First: Warm weather is upon us, and it is time for outdoor activities. We are looking at hosting a walk night(s) at a local park, just to get out, bring the kids/dogs, and walk while seeing our brothers and sisters. If you are interested, let us know, so we can pick the dates/parks. We are looking to do 3-4 dates through the summer. Second: In our last meeting we discussed opening our fall painting night to all members. Date is to be determined (yes, we are looking at football schedules), but RSVP's will be needed for this event. Third: Are you new to the Local or looking to understand the proceedings of our meetings better? We are planning a Robert's Rules night and will be inviting the whole membership to participate. Last: We are starting to schedule interviews for our history project-thank you for your patience! If you want to do it on your own or be part of the project, we have a list of questions for the interview and a voice recorder, so you don't have to load down your phone. Reach out to the Hall and they can forward you to Amanda or Leah.

In Solidarity,
Amanda Cooling
7477624

VDV

As a BICSI Tech or not, we should all have 295' burned into our brain for the maximum distance of a Cat 5e/6/6a cable. Good news, that is starting to change. There are several cable options that offer cabling up to 600+ft for PoE cabling. While it is best not to plan on a whole closet for this option, this is a huge benefit for those couple of cable locations that would need a new closet or fiber connection. There are a couple of items that would need to be considered with this option. 1. Wet/damp conditions would still need to be considered. This is definitely a consideration when using handholes. 2. Warranty to be supplied to Owner. The two leaders in this field at the time are Paige GameChanger and Commscope GigaReach XL, so these cables may not be included on the original warranty the customer is given. 3. Data rates will still vary between distances. For example, for the GigaReach, it can provide 100Mbps/90 W up to 200 m. You will need to check the power requirement for the device before committing to this alternative. With this being a newer technology, it is not covered in the ANSI/TIA-568 standard for installation practices. For those who have installed it, just install like a typical cable and you will test out.

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 June 2, 2025

A & B Electric
Roger Steichen

Acme Electric
Marcial Carte
Jacob Durgin
Elijah Kaine
Lucas Long
Neal Pfiffner

BIS Industrial
Troy Davis

Commonwealth Electric
David Hayes
Ryan Phipps

Gerard Electric
Billy Murphy

Hawkeye Electric
Chad Andersen
Mark Gallagher
Shanna Graves
Dawson Holub
Andrew Jones
David Kass
Shane Palmer
Brianna Self
James Sturgeon

Munson Electric
Mike Fisher
Jacob Luenberger
Beau Tiernan
Sean Wilson

Nelson Electric
Kenneth Templeton

Premier Electric
Jeremy Wisely

Ruyle Mechanical
Jeffrey Steffensmeier

Trey Electric
Beau Nelson

Tri-City Electric
Jacob Fulton
Keith Kaiser
Michael McMeins
Adam Olsem
Jeffrey Steege
Aaron Sweet

Out of Work
Edward Brewer
Jerry Daugherty
Mark Diehl
Lance Handel
Travis Johnson

Out of Work
Brian Lala
Gregg McGee
Steven Morrow
Aidan Novak
Todd Paulsen
David Ruhs
Aaron Seaton
Shaka Ware
Kevin Wood

Delinquent Members (more than 3 months late)
Michael Amling
Kristian Anderson
Brett Balliet
Lonny Beck
Matthew Biewen

Delinquent Members (more than 3 months late)

Mike Dodsworth
Tyler Goettsch
Dallas Grant
Kevin Kipp
Michell Mckusick
Keanan Neuhaus
Drew Richardson
Thomas Roney
Christopher Rummans
Terry Slaughter
Matthew Thewke
Jacob White

JATC Training Center News

The fourth-year apprentices will have their last day of class on June 10th, at which time they qualify to sit for the State Licensing Exam if they also have 8,000 hours of OJT. Many of them will meet those criteria, so by Independence Day they will likely meet the requirements to graduate from the program. This will mark the first time since 1987 that apprentices have completed the program with 4-years of classroom instruction.

This was made possible by the hard work of the apprenticeship committee who, once the announcement was made, dedicated time during meetings to discuss the framework of the conversion. That groundwork made the submittal process a lot smoother. I would also like to thank the training center's administrative assistant, Nikki Short, for helping put in a lot of long days to help re-register all our apprentices. The apprentices were granted adjusted OJT hours, and those needed to be correlated to ensure all apprentices would transition to the correct pay period under the new Standards.

Those 26 fourth-year apprentices will join the 15 fifth-year apprentices who completed their schooling earlier this spring in March, for a total of 41 new JW's. In addition, there are 3 telecommunication technician apprentices who have completed their classroom instruction as well. This year's apprenticeship banquet is scheduled for Friday, June 20th, where they will be recognized for this achievement. I would like to personally congratulate each of them as they move into this next phase of their careers in the unionized electrical trade.

In Solidarity,

Jebediah Novak, Training Director

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Cedar Rapids Electrical Apprenticeship Program: 2025 Graduates

Inside Wireman (4th Year)

Graham Churchill
Justis Dengler
Andrew Edwards
Noah Erickson
Matthew Fenner
Shanna Graves
Alex Hackett
Noah Harp
Ethan Henrichs
Adam Hummell
Luke Lampe
Tyler Micka
Keanan Neuhaus
Robert Oppenheimer
Isaac Quinn
Henry Raue
Keaton Roscovius
Cade Schnepf
Jeremy Severin
Jacob Steffans
Troy Stelter
Eon Struchon
Troy Tarpy
Austin Wake
Max Wessels
Sean Wilson

Inside Wireman (5th year)

Gavin Aldrich
Matthew Aller
Josh Burchett
Jacob Davis
Tyler Elson
Nick Harriott
Jack Johnson
Gabe Kramer
Eric Long
Tyler Mallicoat
Derek Mitchell
Chakubuta Omari
Logen Rodriguez
Isaac Rowley
Alex Salger

Telecommunication Technician

Jessica Peters
Kyle Ramer
Brennan Schulze



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CEDAR RAPIDS, IA 52404

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