



# INTERNATIONAL BROTHERHOOD

of

## ELECTRICAL WORKERS

### LOCAL UNION # 405

*Cedar Rapids / Iowa City*

*December 2025*

## Union Made Gifts for the Holidays

### Board Games (RWDSU/ UFCW)

Barrell of Monkeys  
Battleship  
Candy Land  
Chutes and Ladders  
Clue  
Connect 4  
The Game of Life  
Hi Ho! Cherry-O  
Monopoly (Classic)  
Mouse Trap  
Operation  
Pictionary  
Risk  
Scrabble  
Sorry!  
Taboo  
Twister  
Yahtzee

### Card Games (CWA)

Magic the Gathering  
Cards Against Humanity

### Video Games (GWA-CWA)

Call of Duty: Black Ops 6

### Video Games (ZeniMax

### Workers United-CWA)

The Elder Scrolls (series)  
Fallout 76  
Indiana Jones and the Great  
Circle  
Starfield: Shattered Space  
(expansion)  
World of Warcraft: The War  
Within

### Video Games (IATSE)

PGA Tour 2K25  
WWE 2K25  
NBA 2K26  
Mafia: The Old Country

### Game Retailers (CWA)

Noble Night Games  
Mox Boarding House

Find us on



TEXT OPT-IN

# December 2025

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1 RENEW Board Game Night	2 RENEW Meeting 6:00pm	3	4 Iowa Women in Trades 6:30 pm	5	6
7	8	9 RENEW Board Game Night 6:00pm	10 E-Board Meeting 5:00pm	11 Retiree's Social Club 11:30am	12	13 IBEW Local 405 Holiday Party
14	15 VDV Allocation Meeting 5:00pm	16 Stewards Meeting 5:00 pm	17 General Meeting 6:00pm	18	19	20
21	22	23	24	25 Christmas Day (Holiday)	26	27
28	29 Women's Committee 4:30pm	30	31			

Find us on



TEXT OPT-IN

# BUSINESS MANAGER REPORT

Brothers and Sisters of IBEW L.U. 405,

At our November Pension Trust meeting, we lowered the retirement age to take pension distributions without penalty. We lowered the age from 62 to 59 1/2. This will go into effect January 1st, 2026. This will give our retirement age members more flexibility earlier. Our financial advisers recommend that because of our low fees and competitive returns on investment, it is better to keep the pension funds with Milliman versus pulling your entire pension and going with another broker. If you have any questions about this change and how it could impact you, contact the Hall or Bill Jordan at Auxiant at (319) 398-3283, ext. 1363.

Last month we urged everyone to get out and vote on November 4th. This off-cycle election was primarily school boards and city councils. Seventeen of the twenty-five Hawkeye Area Labor Council (HALC) endorsed candidates won their races. Thank you to everyone who got out and voted and/or door knocked for a candidate, you helped make those candidates successful and our endorsement mean something. On a more negative note, the Cedar Rapids School Bond vote failed to pass. We were extremely close but only received 59.3% of the required 60% for a bond referendum or 165 votes short. The Cedar Rapids School District will still need to address its ageing buildings, so I would anticipate another vote in the future.

The IBEW State Conference has officially endorsed Rob Sand for Governor. Rob Sand is our current State Auditor and the only statewide elected Democrat. Rob has served as a trusted leader and government watchdog with a record of rooting out waste, fraud, and abuse, holding members of both parties accountable, and doing what's right for Iowans.

The IBEW State Conference has also endorsed Nate Willems for Attorney General. Nate Willems is currently a Labor Lawyer in Cedar Rapids. In representing tens of thousands of Iowa workers, he hasn't been afraid to take on corporations who have stolen wages, ignored workers' rights, or injured workers on the job.

We need to do everything we can in this next election to get these two men elected. We have not had a better opportunity in recent history to make real change in the capital. If we can shake things up in the Iowa Capital, we can make some positive changes for working class people and start to turn this state around.

In Solidarity,

Matt Resor

Business Manager

---

Find us on



TEXT OPT-IN

## **Contact Info**

### **IBEW Local 405:**

Cedar Rapids Office Phone:

(319) 396-8241

E-mail to Resign:

[ibew405@ibew405.org](mailto:ibew405@ibew405.org)

Website: [www.ibew405.org](http://www.ibew405.org)

### **Cedar Rapids JATC:**

Main Phone: (319) 654-9238

Website: [www.crejatc.org](http://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](mailto:gilmorer2@wellmark.com)

### **Delta Dental of Iowa**

(800) 544-0718

Group #: 1-35517-1

## **REFERRAL AGENT REPORT**

In November, we wrote 84 JW referrals and 20 CE/CW referrals.

Unemployed:

- Book 1- 28
- Book 2- 16
- Book 3- 0
- Book 4- 0
- VDV- 0
- Resi- 0

With the year winding down, wages changing, and tax season around the corner; it doesn't hurt to keep a closer eye on your paystubs. There are a lot of moving parts and mistakes happen. Journeyman, please be a good mentor and go over paystubs with your apprentices. We've had several instances of apprentices being indentured and their rate and benefits not being updated from their CE/CW rate. If you're working outside our jurisdiction, ERTS 'till it hurts. Make sure you're registered and keep an eye on your Auxiant statements. If you notice a discrepancy in hours and benefits coming back, give me a call so we can get a hold of the TPA's and get your money coming back ASAP.

In Solidarity,

London Morehouse

#7477713

Referral Agent

Find us on



TEXT OPT-IN

### **Women's Committee**

We have some new members over the last couple of months and we wanted to explain a couple of things you may hear at the General meeting. First, we go by Robert's Rules of Order for our meeting, so that includes making motions, seconds, and votes for decision making. We are looking to have a small workshop on this to help anyone understand better/allow members to feel more confident on participation. If you are interested, please let the office know. Second, when someone at the microphone says their name and rattles off a number, that number is their ticket number/their assigned member number. This is found on the dues receipt. You'll hear whistles for those to do it as an acknowledgement. You don't have to say your number to speak. Your ticket is checked when you enter the meeting. Lastly, we've voted on smokers the last couple of months. This is to have food at the end of the meeting. The costs are covered in a motion from the previous month, which makes it free to partake. Hopefully we will see you at the December meeting.

As for our women's committee meeting, we are casual and don't use Robert's Rules. Normally we are the 4th Wednesday of the month. In order to avoid New Year's eve, we will be meeting on December 29th. Feel free to bring a beverage of your choice and come for some socializing. We are happy to answer any questions or discuss new event ideas

In Solidarity,

Amanda Cooling, 7477624

VDV Technician

### **VDV**

In case you missed it, the Cedar Rapids JATC will be hosting a hands Fiber training session worth 16 BICSI credits. If you didn't see the email, be sure to reach out to the JATC.

We are getting to the point where, as a local, we are getting to some large jobs and having people traveling from other locals. If something arises where you have a question or a problem, be sure to find the steward on the job who is a representative for our contracts. An alternative is to call the Hall. They can answer questions and come to any jobsite. We don't often need it, but all questions come from contract or bylaws issues. If you stop by the Union Hall, they can give you a pocket copy. As always, if you have an issue, document it so you don't forget anything.

In Solidarity,

Amanda Cooling, 7477624

VDV Technician

### **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!

---

Find us on



TEXT OPT-IN

**Members In Arrears**  
**As of December 2, 2025**

**Acme Electric**

Anthony Beltz  
Brayden Bennett-  
Casali  
Blake Colton  
Brian Copeland  
Drew Glenn  
Jeramy Gorman  
Elijah Kaine  
Jonathan Kelley  
Luke Lampe  
Matthew McCormick  
Blake Scheer  
Calvin Voelker

**Baker Group**

Jason Jacobsen  
Jeffery Scott  
James Siefken  
Noah Wheeler

**Basepoint**

Troy Davis

**BIS Industrial**

Mark Goody

**Cupertino Electric**

Nathaly Alvarado  
Shaka Ware

**ESCO Electric**

Brady Hill  
Kyle Ramer  
Jory Schaldecker  
Garrett Smith  
Tytan Tarbox

**Gerard Electric**

Andrew Waite

**Gen3 Electric**

Nick Gerard

**Hawkeye Electric**

Todd Catlett  
Jared Crary  
Derek Dunkin  
Andrew Jones  
Isacc Lopez  
Todd Peterson  
Henry Raue  
Nolan Smith  
Jeremy Urquhart

**Justice Electric**

Richard Ainesworth  
Dawson Holub  
Paul Pata  
David Slabaugh

**Martelle Electric**

Aidan Milford  
Phoenix Randall

**Munson Electric**

Mitchell Maynard  
Shane Ward

**Nelson Electric**

Jacob Harper  
Jessica Peters  
Adam Turnis

**Tech Solutions**

Tyler Steinwand

**Tri-City Electric**

Jonathan Auld  
Gabe Bernemann  
Jakob Bortell  
Alander Coberly  
Jay Crabill  
Lonnie Dennis  
Adam DuBois  
Tretton Duffie  
Jacob Durgin  
Don Golembiewski  
Khiry Hopkins  
Katilynn Howell  
Ceremy Joseph  
Keith Kaiser  
Steven Komers  
Robert Oppenheimer  
Neal Pfiffner  
Vincent Price  
Daniel Raney  
Nathaniel Robbins  
Brennan Schulze  
Xavier Senger  
Garrett Smith  
Colton Spicer  
Jeffery Steege  
Jon Stribling  
Djimy Toussant  
Kyle Visek  
Jacob White  
Thaddeus Yoder

**Out of Work**

Chad Andrews  
Jayden Casey  
Trevor Denman  
John Gearhart  
Travis Johnson  
Todd Kelly  
Gregory Lake  
Eric Long  
Ryan Phipps  
Jason Shook

**Delinquent Members  
(>3 months late)**

Michael Brinkmann  
Adam Burns  
James Butler  
Dan Davis  
Mark Diehl  
Jacob Fulton  
Lay' Money Grisby-  
Flowers  
Nateson Joseph-  
Guillaume  
Kevin Kipp  
Robert Lewis  
Shayn Mason  
Billy Murphy



## How to Manage Holiday Stress

What's supposed to be "the most wonderful time of the year" can feel like the worst time of the year because of the holiday stress: buying gifts for everyone; planning, buying and cooking the meal; making sure everyone is on time and well-dressed; and interacting with relatives that may ask too many personal questions. But, instead of seeing the stressors, think about why it's called "the most wonderful time of the year." Learn how to enjoy the holidays instead of stress, below.

- **Be present**

You may be stressed for a number of reasons during the holiday season but think about how lonely you'd feel without your family, how grateful you should be to have a warm meal, and how nice it can be to get away and travel back home. Don't think about the laundry list of things you have to get done; think about how grateful you should be for everything and everyone you have.

- **Share responsibilities**

Whether you're making the meal or in charge of buying multiple family members gifts, ask for help. For example, you can ask your other family members to bring a dish so your aren't making the entire meal or have it catered. As for the gifts, ask your partner to help you pick out, sort and wrap gifts, so your aren't burdened with too much responsibility.

- **Set a budget**

When buying gifts, set a budget based on what you're financially comfortable with so you aren't financially burdened after the holiday season. Finding the right gift for everyone may be important to you, but you can't go into financial debt over spending more than you saved. By being financially responsible, you're setting a budget that helps you in the long-run, as well as makes sure you're being fair in your spending.

- **Plan ahead**

By buying your presents, plane tickets and/or food in a timely manner, your stress will decrease. Last-minute planning and buying can cause unnecessary stress for you and your budget.

No matter the stressors in your life, think about the purpose of the holiday season-to be thankful for what you have and spend time with your loved ones. Find comfort in your religion, family and friends. Life can change in an instant, but it's times like these when you can experience the true love and happiness that family brings you.

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

RETURN SERVICE REQUESTED

NON-PROFIT ORGANIZATION  
U.S. POSTAGE PAID  
PERMIT NUMBER 229  
CEDAR RAPIDS, IOWA

