



INTERNATIONAL BROTHERHOOD

of

ELECTRICAL WORKERS

LOCAL UNION # 405

Cedar Rapids / Iowa City

January 2026

This Month in Labor History

The National Labor Relations Board has overturned its historic March 2014 decision to treat Northwestern University scholarship football student-athletes as employees, and ruled on Monday that the players will not be allowed to form a union. The unanimous NLRB vote determined that unionizing one university would create unbalanced competition and labor instability among the 125 football programs in the NCAA's Football Bowl Subdivision. However, the board did not consider whether the players are "statutory employees" in its determination, which leaves an opening for college athletes to try and unionized in the future.

The NLRB stated the following in a release issued Monday:

In the decision, the Board held that asserting jurisdiction would not promote labor stability due to the nature and structure of NCAA Division I Football Bowl Subdivision (FBS). By statute the Board does not have jurisdiction over state-run colleges and universities, which constitute 108 of the roughly 125 FBS teams. In addition, every school in the Big Ten, except Northwestern, is a state-run institution. As the NCAA and conference maintain substantial control over individual teams, the Board held that asserting jurisdiction over a single team would not promote stability in labor relations across the league.

Better compensation, benefits

The push for a union representing college athletes began in January 2014 when Northwestern players filed a petition with the NLRB to be represented as university employees by the College Athletes Players Association (CAPA). Supporters say a union would help athletes obtain better compensation, improved medical care, and other benefits.

In March 2014, NLRB's Regional director Peter Sung Ohr ruled that , under Section 2(3) of the National Labor Relations Act (NLRA) scholarship athletes are considered university employees who are eligible to form a union. Northwestern University appealed this decision and an election was held by players on campus in April 2014, with the ballots left sealed and unopened while the board processed the case.

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January 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1 Iowa Women in Trades 6:30 pm	2	3
4	5 RENEW Board Game Night 6:00pm	6 RENEW Meeting	7	8	9	10 RENEW Blood Drive
11	12	13 RENEW Board Game Night 6:00pm	14 E-Board Meeting 5:00pm	15	16	17
18	19	20 Stewards Meeting 5:00 pm	21 General Meeting 6:00pm	22	23	24
25	26	27	28 Women's Committee 4:30pm	29	30	31

BUSINESS MANAGER REPORT

Sisters and Brothers of IBEW L.U. 405,

With the new year starting, I would like to remind everyone to check your paystubs to make sure that you are getting paid correctly. Effective January 1, 2026, the new JW wage package will be \$44.48 per hour on the check, \$10.44 per hour on the Pension, and \$9.00 per hour on the Health & Welfare. Also, JW's are eligible for an additional \$.10 for First Aid, \$.10 for CPR and \$.10 for OSHA 10. If, and when, you get these certifications, show them to your employer and you will get the additional money on your check per hour. We have been dealing with a lot of incorrect payments for our members, so please verify you are getting paid correctly, and if not, notify us at the Hall and we will get it fixed.

While we are talking about our new wage package. I think it's also a good time to remind everyone to help the Local by talking to our non-union counterparts. We have a great opportunity during this time of plentiful work. Not only can we help our fellow workers by introducing them to organized labor and all the benefits that come along with it, but we can simultaneously diminish the non-union contractor's ability to compete for work. If you know someone that is working in the electrical industry and is potentially interested in becoming IBEW, contact the Hall and we will get them in touch with Chad and Nick.

Looking back on this last year I am reminded of how many things that we do as a Union family to keep our bonds of solidarity strong. In this last year, we have had our Holiday Party, Harvest Party, Labor Day Picnic, Trap Shoot, Golf Outing, Frisbee Golf Outing, Kernels Night at the Ballpark, Apprentice Poker Party, Apprentice Turnout Party/Banquet, Retirees Bus Trip, Pinning Banquet, Women's Committee Paint Night, RENEW Game Night's and multiple Hot Smokers after our General Meetings. We also have plenty of volunteering opportunities throughout the year to show the public that we are good members of the community. I would urge everyone to make an attempt to participate in any one of these functions in the upcoming new year. Our Union will cease to be relevant in our lives without active participation from our membership. I am proud to say that we have a great membership that is active, but we can still strive to get more people involved.

In Solidarity,

Matt Resor

Business Manager

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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

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

In December, we wrote 69 JW referrals, 35 CE/CW and 3 VDV referrals.

Unemployed:

- Book 1- 28
- Book 2- 19
- Book 3- 0
- Book 4- 0
- VDV- 0
- Resi- 0

It's been a busy year in Local 405, and next year looks like more of the same. Don't forget to take time to check on yourself and those around you. Burn-out is real and comes in all different forms. Know your limits, be honest. If you'd rather speak to a professional, utilize EAP: www.covenantworkplacesolutions.com registration code: EAPIBEW22. I'll see you all in the next crazy year. Merry Christmas, Happy Holidays, and have a wonderful New Year.

In Solidarity,

London Morehouse

#7477713

Referral Agent

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Women's Committee

We want to welcome all new members to our Local! The Women's Committee is open to any electrician/apprentice/electrical worker. Membership not required. We gather to meet each other, check in on jobsite experiences, plan upcoming events, and answer any questions. Our monthly meeting is the 4th Wednesday of the month at 4:30pm at the Hall, in the Conference Room.

With the holidays over and heading into the depth of winter, many people feel a slump or even a depression. For some people, they are experiencing Seasonal Affective Disorder (SAD).

According to the Mayo Clinic, signs and symptoms of SAD may include:

- Feeling listless, sad or down most of the day, nearly every day
- Losing interest in activities you once enjoyed
- Having low energy and feeling sluggish
- Having problems with sleeping too much
- Experiencing carbohydrate cravings, overeating and weight gain
- Having difficulty concentrating
- Feeling hopeless, worthless or guilty
- Having thoughts of not wanting to live

You know yourself best, but if you recognize the "winter blues" are lasting longer than a couple of days, remember there are multiple ways to get help. Mayo lists options of treatment that includes light therapy, psychotherapy and medication. One of our benefits through the Local is free counseling through the employee assistance program or even Doctor on Demand. If you need help now, there is 988 Suicide and Crisis lifeline. The website does have a texting or chat option as well. We are here for you as well!! Be safe out there!

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!

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JATC Training Center News

Individuals who have previously interviewed for a program, whether it be the inside, residential, or telecommunication technician programs, are able to request to be re-interviewed when they satisfy the following two conditions:

1. A minimum of 90 days has passed since the previous interview, and
2. The individual has accumulated 450 hours of job experience since the date of the previous interview

Applicants who are re-interviewed commonly improve their ranking for selection to the respective program they are applying for. The overwhelming majority of applicants who were selected for an apprenticeship this year had two or more interviews before being accepted.

If you are working with a construction wireman, residential helper or a cable puller that has been previously interviewed, encourage them to monitor the number of days that have passed since their previous interview as well as the number of hours of job experience they have worked since that date. To request the re-interview, the applicant needs to contact the training center and provide proof of the hours worked; this may be done by means such as, but not limited to, check stubs or shop reports.

Due to the number of applicants, once the re-interview is requested, it may be two to three months before the interview can be scheduled. Given most of the new apprentices will receive officers in the months of March or April, it is in their best interest to request a re-interview sooner than later to be in the best possible position when new apprentices are selected. Also, if the individual is a strong candidate for the apprenticeship, consider writing a letter of recommendation for them.

Related to the fact that we are likely to be taking new apprentices within a few months: in consideration of the unprecedented work picture for the foreseeable future in the Local, no apprentice should be missing work hours due to a lack of work. If you are aware of an apprentice that is working partial weeks (outside of time lost for school), please notify me of the situation so that I can explore possible options to get the apprentice back to work.

In Solidarity

Jebediah Novak

Training Director

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After the board's March 2014 determination, Northwestern University vice president for university relations Alan K. Cabbage released a statement in April 2014 that outlined the reasons for the university's appeal.

Unionization and collective bargaining are not the appropriate methods to address the concerns these students are raising. The life of a student-athlete is extremely demanding, but the academic side and the athletic side is extremely demanding, but the academic side and the athletic side are inextricably linked.

Now that the board has dismissed the union petition and agreed with Northwestern's position, the petition ballots will be destroyed and Northwestern players will not have an option to appeal.

Members In Arrears As of December 30, 2025

Acme Electric

Jeramy Gorman

ESCO Electric

Kyle Ramer

Hawkeye Electric

Todd Catlett

Justice Electric

Dawson Holub

Nelson Electric

Jessica Peters

Tri-City Electric

Jonathan Auld

Gabe Bernemann

Treton Duffie

Jacob Durgin

Ceremy Joseph

Neal Pfiffner

Brennan Schulze

Garrett Smith

Djimy Toussant

Out of Work

Trevor Denman

Lonnie Dennis Jr.

Travis Johnson

Gregory Lake

Eric Long

Ryan Phipps

Delinquent Members

(>3 months late)

Matthew Biewen

Adam Burns

Jason Cirves

Justis Dengler

Trey Gallagher

Lay'Money Grisby-

Flowers

Kevin Kipp

Shayn Mason

Gerald Mittan

Redaction:

**The following members,
listed in last month's
newsletter, were not late on
their dues:**

Katelyn Howell

Isacc Lopez

Jason Shook

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

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