



International Brotherhood of Electrical Workers Local Union # 405

CEDAR RAPIDS / IOWA CITY |

MAY 2026

2026 Iowa Federation of Labor Endorsed Candidates

Governor- Rob Sand

Attorney General- Nate Willems

Secretary of State- Ryan Peterman

State Treasurer- John Norwood

State Auditor- Taylor Wettach

Secretary of Agriculture- Chris Jones

Congressional District 1- Christina Bohanan

Congressional District 2- Lindsay James

Congressional District 3- Sarah Trone Garriott

Congressional District 4- Dave Dawson

State Senate District 37- Molly Donahue

State Senate District 39- Liz Bennett

State Senate District 45- Janice Weiner

State Representative District 73- Elizabeth Wilson

State Representative District 74- Eric Gjerde

State Representative District 77- Jeff Cooling

State Representative District 78- Angel Ramirez

State Representative District 79- Tracy Ehlert

State Representative District 80- Amie Wichtendahl

State Representative District 84- Polly Denison

State Representative District 85- Amy Nielsen

State Representative District 86- Dave Jacoby

State Representative District 89- Elinor Levin

State Representative District 90- Adam Zabner

MAY 2026

SUN	MON	TUES	WED	THU	FRI	SAT
					1	2
3	4 RENEW Board Game Night 6:00 pm	5 RENEW Meeting	6	7 Iowa Women in Trades 6:30 pm	8	9
10	11	12 RENEW Board Game Night 6:00 pm	13 E-Board Meeting 5:00 pm	14	15	16
17	18	19	20 General Meeting 6:00 pm	21 Retirees Luncheon	22	23
26	25	26	27 405 Women's Committee Meeting 4:30 pm	28	29	30
31						

Business Manager Report

It is time, once again, for our Local to nominate and ultimately elect its officers for the next three years. We will hold nominations for officers at our May General Meeting. I strongly encourage every eligible Journeyman to consider running for an office. I also strongly encourage every eligible member to vote in this upcoming election. Participating in our Union is fundamental to the continued success that we have experienced over the last 115 years of existence. Becoming an officer of this Local is a great way to ensure that future generations have the same or better opportunities than we had.

IBEW 405, along with 204, 1362, and 1974, hosted the 11th District Progress Meeting on April 7-9th. It was the highest possible attendance ever for an 11th District Progress Meeting; there were 280 people in attendance. We had the opportunity to showcase our Local to the International President, International Secretary-Treasurer, and the International Vice Presidents from numerous districts, as well as Business Managers and their officers from other Locals. I was proud to outline in my opening remarks to the conference the things that make our Local unique. I highlighted the vast diversity of work that our people have performed throughout our Local's history. Such as building and maintaining Iowa's only Nuclear Powerhouse, building and maintaining the world's largest cereal plant, constructing Iowa's largest solar project, and building most of the University of Iowa's campus throughout its existence. I was able to showcase how strong a work picture that we have going forward as well. We should all be proud of the complex projects that we build every day.

The Iowa Federation of Labor C.O.P.E. Convention was held on Saturday, April 11th. At this convention, all Unions, public and private sectors, voted on which candidates to endorse for the upcoming elections. We have included the endorsement list in our newsletter and on our website for the people running in our six-county jurisdiction. Every candidate that we endorse has filled out a questionnaire and has been educated on what is important to Labor. We have a real opportunity this election cycle to make some gains in getting pro-worker candidates in office. Historically, Union members vote at a much higher rate than the general public. Let's put that power to work and make sure to vote in the primary election on Tuesday, June 2nd!

In Solidarity,

Matt Resor

Business Manager

CONTACT INFO

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Cedar Rapids JATC

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Auxiant

Phone: (319) 398-3283

Fax: (319) 866-9889

HRA E-Mail Submission:

405hra@auxiant.com

Tina: Ext. 1208 For:

COBRA Coverage

Rachel: Ext. 6970 For:

Short-Term Disability

Jordan: Ext. 1299 For:

Vision Claims & Safety Glasses

Bill: Ext. 1363 For:

All other questions

Covenant EAP:

(833) 434-1335

Group Code: EAPIBEW22

Milliman:

(866) 767-1212

Wellmark

Health/Prescriptions:

Customer Service:

(800) 524-9242

Group #: 56700

Bob Gilmore: Union Liaison

gilmorer2@wellmark.com

Delta Dental of Iowa

(800) 544-0718

Group #: 1-35517-1

REFERRAL AGENT REPORT

In April, we wrote 112 JW, 77 CE/CW, and 1 VDV Tech/Installer referrals.

Book 1: 23

Book 2: 3

Book 3: 0

Book 4: 0

VDV: 1

Resi: 0

Allied provided the Building Trades with an updated schedule for the overhaul at DAEC. They won't have an immediate need for more manpower until this fall, when they plan on servicing the reactor recirc motors and pumps. The Prairie Creek RICE upgrade is rolling right along, expect more calls once the motors are ready to be installed. Inside manpower continues to wrap up the West QTS campus and shift towards continuing work on the East campus. VDV contractors have begun to put in requests for techs and installers to help with customer build-outs on buildings DC 1-3. Area contractors remain busy across our industrial and commercial customers. As always, show up and do a quality job every day, but don't forget to take care of yourself physically and mentally too. 60+ hours a week is a lot; plan that vacation, go see your kid play ball, start that workout program, be good to yourself and those around you.

In Solidarity,

London Morehouse

#7477713

Retiree's 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 reunite with some old friends that you may have lost contact with since retiring. Stop by the Union Station this month and enjoy some memories!

JATC Training Center News

New Staff Structure & Instructor Opportunity

At the April meeting, the Committee directed me to create a new Assistant Training Director position. This role has been established to address the increased number of students being served by the Training Center by providing support in classroom management and apprentice scheduling, as well as helping to facilitate continuing education.

This will allow Training Coordinator Steve Straub to provide greater emphasis on his core responsibilities, which include day-to-day instructor support, coordination of lab activities, conducting hands-on evaluations, outreach, and facility maintenance.

Instructor Vacancy

The Assistant Training Director position will be filled by a member of the current training center staff. As a result, we are now accepting applications for a **replacement instructor** to be hired prior to the start of the upcoming school year.

- **How to Apply:** If you are interested in this instructor position, please contact me directly at jebediahnovak@crejatc.org.
- **Deadline:** Applications will be accepted through June 1st.
- **Timeline:** Interviews will commence in early to mid-June, with a final selection expected by early July.

For a full list of qualifications and requirements, please see the job description posted in this newsletter or on the training center website:

www.crejatc.org.



---Electrical Apprenticeship Instructor---

The Cedar Rapids Electrical Training Center is currently accepting applications to fill a full-time apprenticeship instructor position.

As an instructor with the Cedar Rapids Electrical Training Center, you will:

- Deliver assigned curriculum developed by the electrical training *ALLIANCE* using instructional methods appropriate for the course material such as demonstration, sketches, lecture, and visual aids in the classroom.
- Monitor classroom attendance, evaluate your students' progress through the online Learning Management System (LMS), and administer exams while enforcing the adopted classroom policies fairly and equally.
- Develop your personal classroom syllabus and lesson plans.
- Augment student classroom learning through related, hands-on activities you have developed for the lab where you will monitor and evaluate student development.
- Provide individualized or group tutorial/remedial instruction as necessary.
- Collaborate with administrators and faculty to improve curriculum and minimize scheduling issues.
- Engage in continuing education as deemed necessary by the training director to keep current with educational best practices, subject knowledge, and needed credentials and professional development as required by accreditation guidelines.
- Observe and assist in facilities upkeep, maintenance, and cleaning as directed.
- Assist in recruitment efforts such as tours of the training center and participation in career fairs.
- Represent the Cedar Rapids Electrical Training Center, the International Brotherhood of Electrical Workers, and the National Electrical Contractors Association; therefore, you are expected to act and dress in a professional manner.
- Perform other tasks and duties as assigned to you by the training director.

Required Qualifications

- Inside journeyman wireman
- Thorough knowledge of electrical theory, safety and the *National Electrical Code*
- Intermediate computer skills
- Effective presentation, written, and spoken communication skills in large groups
- Demonstrate a high degree of self-efficacy; holding yourself accountable for learner outcomes

Preferred Qualifications

- 5-Years Journeyman Wireman Experience
- Knowledge of technology-assisted learning and instruction
- General knowledge of Microsoft Office Suite, specifically Word, Excel, and Power Point

For Additional Information

Contact Training Director Jebediah Novak at 319.654.9238 or jebediahnovak@crejatc.org with additional questions or to request an application.

Women's Committee

We had a successful conference last month for the 11th District IBEW Women. We did have a couple of men in attendance, and everyone took something away from the event. Information from the conference is being gathered in case you would like a more in-depth recap of the event. I want to send a big thank you to London, Matt, Jeff, and Adam McDonough for helping us pull the event together. Then there is a special shout-out to Leah and Jazmine for all of the planning, prepping, and cleaning that took place through the event. As usual, we have our monthly meetings on the fourth Wednesday of the month, and we are starting a women's social event every other weekend. Our next weekend will be May 8/9 - for details, talk to Jazmine about our Discord access. Iowa Women in Trades will be hosting the U of I Psychology Grad Students to present on Stress and Ways to manage it. If you would like the Google Meet link, email me at iowawomenintradese@gmail.com. It will be May 7th at 6 pm.

One of the topics we covered in our presentation was skin care and the importance of sunscreen. As electricians, we're trained to respect the "invisible" dangers-voltage, current, and induction. But there's another invisible force we face every day on the job site: UV Radiation. Whether you're pulling wire on a rooftop or roughing in a new build with no roof yet, your skin is under constant bombardment. And while the ladies in our crews are often better about the "lotion" talk, this is a message for everyone, especially the guys who think a tan is just a "base coat".

The "Voltage" of the Sun: The 365-Day Circuit: UV rays don't care if it's 30 degrees or 90 degrees. Clouds only block about 20% of UV rays. If you're working outside in April or May, you're getting hit just as hard as in July.

The "Rough-In" Reality: Reflection is real. If you're working around conduit, glass, or light colored concrete, those UV rays are bouncing off the surfaces and hitting you from angles your hard hat brim can't cover.

The Stats: Men over 50 are at the highest risk for developing melanoma, largely because of a career-long habit of "toughing it out" without protection. Skin cancer doesn't care how tough you are-it just wants an opening.

Pro-Tips for the Job Site (No Greasy Hands!)

We get it-no one wants greasy hands when they're trying to use wire strippers or climb a ladder. Here's how to stay protected without losing your grip.

1. Stick it to 'em: Use a sunscreen stick (looks like a deodorant stick) for your face and neck. You can apply it without ever touching the product with your hands.
2. The "Back of the Hand" Trick: If you use lotion, apply it to the backs of your hands and rub them together. Keep your palms clean, so your grip stays "hot-work" ready.
3. Mineral over Chemical: Look for "Zinc" or "Mineral" sunscreens. They sit on top of the skin and start working the second you put them on-no waiting 20 minutes for it to "soak in".
4. Neck Gaiters are Gear: If you hate the feeling of lotion, a high-quality UPF 50+ neck gaiter (buff) is a game changer. It keeps you cool, wicks sweat, and covers the "carpenter's neck" area perfectly.

The Bottom Line: Your skin is the most important piece of insulation you own. Don't let it wear out before you're ready to retire.

Quick "Skin Check" Reminder

If you see a spot on your arm or face that:

1. Changes color or size
2. Bleeds and won't heal
3. Looks like a "crusty" patch that won't go away

Get it checked. It takes five minutes at the doctor, which is a lot shorter than a hospital stay.

MEMBERS IN ARREARS

AS OF MAY 1, 2026

<p>A&B Electric Roger Steichen</p> <p>Acme Electric Marcial Carte Blake Colton Jason Cooney Brian Copeland Olivia Croy Lincoln Hartman Elijah Kaine Jonathan Kelley Nicholas Kinch Brian Parsons Jazmine Reynolds Blake Scheer Mason Short Nick Stripling Tate Sullivan Troy Tarp Jacob Umstead Conner Vanepps</p> <p>Baker Group Benjamin Knipfer Michael McMeins Lucas Prokup Ryan Roth Dustin Rowray</p> <p>Bilfinger Electric Gracy Kennedy Ethan Leydan</p> <p>Cupertino Electric Kameron Cain Ethan Gaul Dallas Grant Aidan Milford Keaton Mulling Frandie Pierre Shaka Ware</p>	<p>Durgin Electric Trevor Denman Jacob Durgin</p> <p>ESCO Electric Aaron Bramer Ryan Edwards Trey Gallagher Lillian Iglehart Nicholas Jarvis Shane Kelsey Mitchell Kesterson Keaton Roscovius Jory Schaldecke Eric Sweeney</p> <p>Gerard Electric David Thompson</p> <p>Hawkeye Electric Tyler Africa Benjamin Blackford Jared Crary Derek Dunkin Michael Finley Samuel Fleager Aaron Fleming Mark Gallagher Travis Johnson Caden Jondle Lucas Long Ian Monnahan Daniel Radig James Sinnott</p> <p>Justice Electric Logan Mason Paul Pata Alex Tampir Brandon Tuttle</p>	<p>Munson Electric Clayton Carstensen Michael Feltman Miranda Lewis Timothy Suchanek Troy Tampir Billy Willingham</p> <p>Nelson Electric Jessica Peters Michael Rinholen Adam Turnis</p> <p>Paulson Electric Thomas Freund</p> <p>Premier Electric Jeremy Wisely</p> <p>Tech Solutions Charlotte Fusco Tyler Goettsch</p> <p>Trey Electric Drew Richardson</p> <p>Tri-City Electric Arlen Berner Joshua Brown Ashton Burroughs Jay Craybill Adam Dubois Ryan Fairchild Matthew Fenner Marvin Gomez Jack Jaeger Ceremy Joseph Keith Kaiser William Kimbro Mark Kramer Kenna Kramer Jeremy Lampe David May Darrell Miller Adam Morley Robert Oppenheimer Darwin Pulido Brendan Richey Nathaniel Robbins</p>	<p>Tri-City Electric Brett Schissel Matthew Self Colton Spicer Travis Sturms Robert Sumner Aron Sweet Jacob White Sean Wilson Garrett Wolverton Mitchell Yett</p> <p>Out of Work Chad Andrews Ivan Bailey Marcus Beard Jeffrey Blount Quinton Gaul Jim Hiles Robert Lewis Eric Long Aidan Novak Dana Pasker Matthew Petersen John Shea Lane Stewart Kenneth Templeton Daniel Whitehall</p> <p>Delinquent Members Dan Davis Troy Davis Lonnie Dennis Todd Paulsen Garrett R. Smith Jeffery Steege Jeffery Steffensmeier Kyle Whittaker</p>
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Covenant EAP: Identifying Habit Loops

It is not uncommon for many of us to talk about our habits. We might share our unhealthy habits, such as smoking, vaping, binge drinking, overeating, biting our nails, and so on. We may discuss healthy habits, such as nutritional eating, exercising, and self-care. The reality is that habits are a crucial part of our health, both physically and mentally. Habits are a foundation for our ability to achieve goals, maintain health, and create a lifestyle where we perform at our best. So, what can we do if we feel like changing or forming better habits is simply impossible?

The Habit Loop

Let's first look at how habits develop. This will help us to better understand how our existing habits can be to be and how we can form new habits. The structure of habits has been summarized as something called a habit loop. These loops begin with triggers, also called cues, leading to behaviors and rewards. So, how do these three components create the habitual routines that we experience each day?

The Cues

Cues, or triggers, are the things that initiate our habit. These can be a certain time of day, a location, our emotions, preceding actions or our surroundings. For example, emotions, like stress, anxiousness, or loneliness might trigger us to eat, bite our nails, or text our ex. Similarly, you might wake up in the morning and go straight for the coffee pot, indicating that a time of day/environment has triggered you. Online shopping is another example of the habit loop. In some cases, we browse because we are bored, but other times it's marketing. Maybe you get an email or text about a deal that's happening at your favorite store, and it prompts you to go online and browse around. In summary, or cues are unique to us. The first step is to identify them.

The Routine

Following each cue there is a routine, or the habit itself. Some habits we are very aware of, such as leaving your house at a certain time in the morning, or doing a nightly routine. Others tend to happen subconsciously. For instance, you might not realize at first that your are bored. The routine is part of the loop that we will work on changing.

The Reward

Finally, we have the reward. The reward is the reason that habits form, as they reinforce routines by doing something for us. Many rewards are genuinely beneficial for us, such as health and hygiene rewards. Others only provide temporary satisfaction.

Identifying our Habit Loops

Typically our routine, or habit, is obvious to us. It is the thing that we either want to stop or start doing. the reward is what we get out of it, which also tends to be easily identifiable. The difficult part for most of is identifying the cues. This is because habits are just that- habits. After awhile we do these things automatically which can make it difficult to identify the exact cue or trigger that is causing the routine to happen.

Do Research

In this stage, we need to act like curious observers that are simply taking notes. The easiest way to do this is to focus on one specific habit. Remember cues can be a time of day, a location, surroundings, emotions, or a preceding action. Once you have completed some of your observational research, try to identify some patterns.

Changing our Habit Loops

Now that you know how to identify each component of your habit loop, let's discuss how you can change these loops. When making these adjustments, we need to look at the cue and the reward. You can continue to make adjustments until you find something that works.

For more information visit www.covenantworkplacesolutions.com.

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