



# *International Brotherhood of Electrical Workers Local Union # 405*

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CEDAR RAPIDS / IOWA CITY

AUGUST 2026

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## **UAW 1024 Strike Donation Request: Novolex/Evergreen Mfg.**

Our members are standing strong on the picket line for a fair contract! If you are looking to support our striking workers and their families, here is how you can help keep our picket line strong and supported:

Picket Line & Union Hall Hours:

- Monday through Friday, 6:30 am- 6:30 pm

Donations Needed:

We are currently accepting donations at the hall during operating hours. Essential items urgently needed include:

- Hygiene & Household: Laundry supplies, toothpaste, shampoo/conditioner, body wash, paper towels, and toilet paper
- Baby care: Baby formula, Pampers Swaddlers (Size 2), and infant diapers
- Food: Non-perishable food items

Questions or Drop-Off Coordination?

- Please contact Heather Keag at (309) 737-5627

Thank you to everyone who has stopped by, brought supplies, or honked in solidarity. Every bit of support makes a difference!

#Union Strong #Solidarity #NovolexStrike #EvergreenMfg #LaborMovement #Standing Together

In Solidarity,  
UAW Local 1024

# AUGUST 2026

| SUN                                       | MON                                          | TUES                                          | WED                                                  | THU                                     | FRI | SAT                                           |
|-------------------------------------------|----------------------------------------------|-----------------------------------------------|------------------------------------------------------|-----------------------------------------|-----|-----------------------------------------------|
|                                           |                                              |                                               |                                                      |                                         |     | 1                                             |
| 2                                         | 3<br>RENEW<br>Board Game<br>Night<br>6:00 pm | 4<br>RENEW<br>Meeting                         | 5                                                    | 6<br>Iowa Women<br>in Trades<br>6:30 pm | 7   | 8                                             |
| 9                                         | 10                                           | 11<br>RENEW<br>Board Game<br>Night<br>6:00 pm | 12<br>E-Board<br>Meeting<br>5:00 pm                  | 13                                      | 14  | 15                                            |
| 16                                        | 17                                           | 18                                            | 19<br>General<br>Meeting<br>6:00 pm                  | 20<br>Retirees<br>Luncheon              | 21  | 22                                            |
| 23<br>405 Disc<br>Golf Outing<br>10:00 am | 24                                           | 25                                            | 26<br>405 Women's<br>Committee<br>Meeting<br>4:30 pm | 27                                      | 28  | 29<br>405 Women's<br>Committee<br>River Float |
| 30                                        | 31                                           |                                               |                                                      |                                         |     |                                               |

# ***Business Manager Report***

Sisters and Brothers of L.U. 405,

As we all know, the topic of Data Centers has become front-page news. We are fighting daily to explain to city, county, state, and even federal levels of government what the impact of these jobs are having not only for our members, but the surrounding communities as well. I'm sure that most of you have heard that the Linn County Board of Supervisors recently voted 2-1 to pass an 18-month Data Center Moratorium in unincorporated Linn County. This decision has the potential to kill thousands of jobs. At the time of this writing, these jobs are paying \$10 over scale, and all overtime is paid at the double time rate. While these projects are working 60-70 hours a week. Do the math, and you'll see that it's hundreds of thousands of dollars in wages and benefits a year being earned by our members. This is generational wealth-building amounts of money for our members.

I have heard a lot of concerns from the critics of these projects. I share the desire to have these projects built in a responsible manner; we also live in this community after all. We can build these projects and minimize water usage by utilizing closed-loop systems. We can pass the cost of building out the electrical infrastructure onto these large customers. Including transmission lines and additional power-generating facilities. The right way forward is to regulate these projects and build them, not shut them down. If we kill these projects statewide. Where does that leave our state? Iowa is currently ranked 50<sup>th</sup> in economic growth and 48<sup>th</sup> for personal income growth. No other industry is investing in our state. Build them and tax them. We could use millions of dollars of tax revenue to invest in our schools, roads, bridges, and numerous public services. At a time when Iowa's budget is running at a \$1.3 Billion deficit, we could use the additional revenue to not go bankrupt.

I am asking you all to talk to your friends and neighbors about what these jobs mean to not only the construction workers that build these projects, but also the restaurants, taverns, hotels, and all the other businesses that we spend money at. If you can, find time to make a phone call or write an email to your city, county, and state politician. If you are able, attend a public meeting and speak in favor of protecting good-paying union jobs with good benefits. If we are going to continue to prosper from these large projects, it will take people standing up and speaking out.

In Solidarity,

Matt Resor

Business Manager

# CONTACT INFO

## **IBEW Local 405**

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**

Phone: (319) 398-3283

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

## **Auxiant**

Phone: (319) 398-3283

Fax: (319) 866-9889

HRA E-Mail Submission:

[405hra@auxiant.com](mailto: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](mailto:gilmorer2@wellmark.com)

## **Delta Dental of Iowa**

(800) 544-0718

Group #: 1-35517-1

# REFERRAL AGENT REPORT

In July, we wrote 154 JW, 61 CE/CW, and 13 VDV Tech/Installer referrals.

Book 1: 18

Book 2: 7

Book 3: 1

Book 4: 2

VDV: 0

Resi: 0

The work picture remains steady heading into the fall. DAEC is expected to pick up again as motors and pumps get back from being refurbished and repaired. The RICE upgrade at Prairie Creek is starting to pick up as well; Van Ert has calls going in with work expected to last another 6 months. Local contractors remain steady as well. Help getting licensed, trained Journeyman Wireman and Technicians to the Hall or talking to an Organizer is always appreciated. Don't be afraid to have that chat on the job and if you need pointers or talking points, reach out to us.

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 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!

## Women's Committee

We are officially in August, and for some of us, that means more of a routine, especially if you have kids. If you have the kids, but want to attend our monthly women's meeting, that's no problem! We are informal and would love to have you. Coming up, we are planning a float down a local river on August 29th. This would be a pay-for-yourself event, but float/kayak/canoe together. Whatever floats your boat. Watch for upcoming details on Discord. Upcoming events we are planning are a financial course, another benefits night with family informational, and a murder mystery dinner benefiting Local Union Community Charities through our Hawkeye Area Labor Council. A prime example of their work is supporting families on strike, like the UAW workers at the Evergreen facility in town.

## JATC Training Center News

I would like to begin this month's report by announcing that Dan Kramer has decided to leave his instructor position at the training center to return to the field to pursue other opportunities. I would like to thank Dan for his hard work and commitment to our apprentices and for helping to develop the next generation of qualified electrical workers for our local.

Dan's resignation expanded our new instructor search from one to two. The training center received applications from several qualified candidates. Thank you to those of you who took the time to apply. I am happy to announce that Nathan Bauer and Dane Preisser have been hired as the newest additions to the training center staff.

The start of the new school year is almost here. Apprentices and their assigned contractors should have received a notice letting them know what day of the week the apprentice will have school. As reported last month, accommodating increasing class sizes required scheduling classes differently than in previous years. Not all the apprentices from a given year of apprenticeship will be attending class on the same day; instead, a portion of the first, second, third, and fourth-year classes at the training center each day of the week. Anyone who would like to know the class day of an apprentice on their job site can request that information by contacting the training center.

In mid-July, I participated in a press conference where QTS Data Centers announced the creation of a \$5 million grant program to expand skilled trades training throughout Eastern Iowa. The Cedar Rapids Electrical Apprenticeship Program will be receiving \$200,000 from this grant for the purpose of expanding training capacity and wraparound support.

This grant award is in addition to the \$300,000 QTS previously committed towards the purchase of the facility on 11<sup>th</sup> Street NW, as I reported in last month's report. At this time, a public hearing has been scheduled for the county Board of Supervisors to decide on the Trust's purchase offer, but there has been no other action taken.

In Solidarity,  
Jebediah Novak  
Training Director

# MEMBERS IN ARREARS

AS OF AUGUST 3, 2026

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| <b>Acme Electric</b><br>Brayden Bennett-Casali<br>Olivia Croy<br>Brendan Drury<br>Elijah Kaïne<br>Chase Platten<br>Joseph Stewart<br>Jacob Wendling<br>Matt Wenger<br><br><b>Baker Group</b><br>Joshua Cumber<br>Jacob King<br>Benjamin Knipfer<br>Lucas Mason<br>Michael McMeins<br>Angela Moffitt<br>Colton Spicer<br>Jared Spurr<br>Calvin Voelker<br>Ryan Zuspann<br><br><b>Basepoint</b><br>Allen Bruce<br>Donald Byerly<br>Jay Crabill<br><br><b>Bilfinger Electric</b><br>Gracy Kennedy<br><br><b>Cord Electric</b><br>Samuel Brugman<br><br><b>Cupertino Electric</b><br>Derrick Conway<br>Ethan Gaul<br>Anthony Graper<br>Riley Jones<br>Froylan Lugos<br>Aidan Milford<br>Keaton Mulling<br>Vincent Rios<br>David Sundberg<br>Alex Tampir<br>Shaka Ware | <b>ESCO Electric</b><br>Brandon Albrecht<br>Anthony Fecht<br>Adam Hopp<br>Elijah Kupka<br>Jonathan Osterkamp<br>Morgan Tang<br><br><b>Gerard Electric</b><br>Hunter Mann<br>Collin Musick<br>David Thompson<br>Andrew Waite<br><br><b>Hawkeye Electric</b><br>Todd Catlett<br>Jeffrey Christian<br>Samuel Fleager<br>Austin Hanover<br>Travis Harre<br>Travis Johnson<br>Andrew Jones<br>Cavin Kelly<br>Lucas Long<br>Xander McGuin<br>Ian Monnahan<br>Vincent Price<br>Daniel Radig<br>Jeremy Urquhart | <b>Justice Electric</b><br>Michael Lopata<br>Logan Mason<br>Paul Pata<br>Jack Schwenn<br>Robby Spencer<br>Brandon Tuttle<br>Job Vander Weide<br><br><b>Munson Electric</b><br>Scott Chapman<br>Michael Feltman<br>Mike Fisher<br><br><b>Nelson Electric</b><br>Mike Rinholen<br>Seth Scott<br><br><b>NTI</b><br>Logan Allen<br>Aaron Kowalsky<br><br><b>Paulson Electric</b><br>Matthew Biewen<br><br><b>Premier Electric</b><br>Eric Colsch<br>Gerald Mittan<br><br><b>SE Electric</b><br>Benjamin Vozenilek<br><br><b>Streff Electric</b><br>Kenneth Davis<br>John Demoss<br>Jase Richardson<br>Cameron Shaver<br><br><b>Tech Solutions</b><br>Mike Ammeter<br>Tyler Goettsch<br>Tyler Steinwand | <b>Trey Electric</b><br>John Carter-Martinez<br>Dan Davis<br>Drew Richardson<br>Scott Steuhm<br>Chase Stinger<br><br><b>Tri-City Electric</b><br>Thierno Bah<br>Steve Barske<br>Joshua Brown<br>Jared Crary<br>Jesse Deshaw<br>Ryan Fairchild<br>Bailey Fiester<br>Marci Forrest<br>Nicholas Garner<br>Don Golembiewski<br>Stephen Goodanew<br>Matthew Heubrock<br>Lillian Iglehart<br>Onys Jeambat<br>Ceremy Joseph<br>Shane Kaefring<br>Keith Kaiser<br>Kenna Kramer<br>Jose Maldonado<br>Vazquez<br>Nicholas McNew<br>Anthony Menefee<br>Darrell Miller<br>Connar Moffitt<br>David Nguyen<br>Robert Oppenheimer<br>Frandie Pierre<br>Darwin Pulido<br>Brendan Richey<br>Nathaniel Robbins<br>Chad Schulze<br>Chad Slattery<br>Jeffery Steege<br>Jon Stribling<br>Robert Sumner<br>Jacob White<br>Nicholas Wilson-White | <b>Out of Work</b><br>Ivan Bailey<br>Brett Balliet<br>Jeffrey Blount<br>John Gearhart<br>Jim Hiles<br>Jahmai Jones<br>Ryan Kramer<br>Eric Long<br>Adam Olsem<br>Spencer Roggentien<br>Nathan Schmitt<br>John Shea<br>Thomas Skaar<br>Lane Stewart<br>Randall Svoboda<br>Daniel Whitehall<br><br><b>Delinquent Members</b><br>Trey Gallagher<br>Dallas Grant<br>Quinton Gaul<br>Aidan Novak<br>James Sinnott |
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# How to Replace Negative Thought Patterns

with curiosity and open-mindedness

## How do negative thought patterns affect us?

It's natural to have negative thoughts sometimes. But if you get stuck in a pattern of negative thinking, it can harm your mental health and self-esteem. Your thoughts, feelings, and behaviors are connected, so how you think also affects how you feel and behave. That's why learning how to think in healthier ways can make a big difference to your overall wellbeing. Changing thought patterns begins with being open-minded about the things you previously assumed to be true about yourself. Practicing curiosity can help us re-imagine how we see ourselves and the world, and open us up to new opportunities, challenges, and perspectives.

## What are negative thought patterns and behaviors?

Thought patterns are the thoughts we repeatedly have about ourselves, others, and the world. When we become stuck in a cycle of negative thought patterns, it can affect how we feel and behave. Negative thought patterns can mean expecting negative things to happen, being critical of ourselves, seeing things negatively, and having unwanted thoughts that feel difficult to control. These negative thought patterns can lead to unhealthy behaviors, such as withdrawing from our friends or family, avoiding new things, and not taking care of ourselves.

## Why do we get stuck in unhealthy thought and behavior patterns?

The way we think, feel, and behave is mostly automatic. We don't always know what we're thinking or feeling, or why we behave in certain ways. When something happens, our reactions are often shaped by things that have happened to us in the past, without consciously thinking about it. This tends to begin during childhood. If we grew up with high levels of stress, criticism, or neglect, we may have learned to act in protective ways. These are coping mechanisms that helped us survive pain or harm. We continue to use these coping mechanisms when we face similar situations later in life. But over time, we can get stuck in these unhealthy thought and behavior patterns because they feel safe or familiar. Even if they're unhelpful, our brains repeat what protected us from discomfort or danger in the past.

## Drawbacks of unhealthy thought and behavior patterns

Negative thoughts and self-talk can have an effect on our mental health and self-esteem. Self-criticism and negative self-talk can damage our self-esteem, negative thinking can make us feel anxious and stressed, avoidance can stop us from reaching our potential, assuming the worst of others can harm our relationships, and negative thoughts and behaviors can contribute to mental health conditions.

## Tips on how to change negative thought patterns

1. **Recognize negative thoughts:** What we think is not always based on reality. Our experiences and emotions can lead us to make untrue or unrealistic conclusions about ourselves, others, and the world.
2. **Practice accepting your thoughts with mindfulness:** Mindfulness can help us to be more aware of our thoughts without judging or reacting to them. We learn to accept them as they are and then let them go.
3. **Be curious and open-minded:** Our thinking patterns do not make us bad people. They're just habits that can be unlearned. So, instead of judging them ourselves, it's important to be curious about our thoughts.
4. **Replace unhelpful thoughts and behaviors:** When we're curious and aware of our negative thoughts, we can replace them with more helpful ones. It takes a bit of practice, but with time, it gets easier.
5. **Be kind to yourself:** Blaming or criticizing ourselves for negative thoughts and behaviors can make us feel worse. Instead we can try to speak to ourselves like we would to someone we love and appreciate.

IBEW Local 405  
1211 Wiley Blvd SW  
Cedar Rapids, Iowa 52404

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