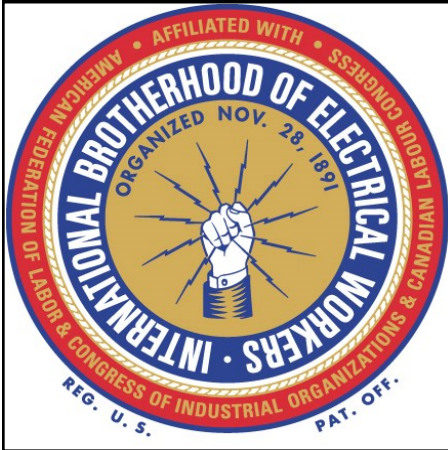


TAILGATING

April 2016

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IBEW LOCAL 204

Annual IBEW Local 204 Picnic

This years' 2016 IBEW Local 204 Picnic is going to be put on and organized by Mike and Becky Welsh. The picnic is for current 204 members and retirees. Following are the details.

When: 12:00 PM - May 28th 2016

Where: IBEW 405 Hall

At 1211 Wiley Blvd. SW Cedar Rapids IA. 52404

What: Pork loin, baked beans, chips, fruit salad and desserts will be served along with assorted beverages.

RSVP to Local 204 Union Hall by May 18th, 2016
319-366-3434.

There are plenty of Hotels and Camping in the Cedar Rapids area.



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MAY 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4 Area Meeting Spirit Lake 6:30pm	5	6	7
8 	9	10	11 Area Meeting Centerville 6:30pm	12	13	14
15	16	17	18 Area Meeting Iowa Falls 6:30pm	19	20	21
22	23	24	25	26 EXECUTIVE BOARD	27	28
29	30 Memorial  Day	31				

A Union Brother Needs Your Help

By Dave George - Business Manager

Tim Kuempel is one of our Union brothers that works for Black Hills Energy in Gutenberg, Iowa as a Service Technician, and he needs our help. On January 11, 2016, Tim had an accident that has left him paralyzed from his neck down. He is currently in QLI Center in Omaha, Nebraska receiving treatment and therapy. He has made several trips to the University of Iowa Hospital in Iowa City, Iowa to undergo treatment and testing.

A **gofundme.com** web page account has been established for Tim's benefit to raise money to help with the costs of making his home wheelchair accessible and to purchase a wheel chair accessible van. The web page is www.gofundme.com/HelpTimRecover. Please go there and make whatever contribution that you can afford to help Tim out. Let Tim know that you are an IBEW Local 204 brother or sister that is thinking and caring about him.

The following is a short story written by Tim Kuempel's brother on Tim's gofundme page about Tim's accident and his situation.

Imagine you are out at night walking your dog. It is quiet, peaceful. It is one of your favorite activities. Suddenly, you slip and fall on a patch of ice. You carefully crawl on your hands and knees to a spot that you believe is not slippery, you carefully stand up and try to take another step only to fall again because the ice is so extraordinarily slippery despite your careful efforts. Only this time, you can't get up. You have excruciating pain in your neck. You can't move your arms or legs. You have a cell phone but you can't move to get it to call for help. You lay there in the cold and snow, not able to feel anything. Your dog starts barking. You are calling for help. Your life changes in an instant. After about 2 hours, someone across the highway wonders why the dog is barking so much. Someone else thinks they hear a call for help and the two go to investigate and find you. You are taken to the hospital and transferred to University of Iowa Medical Center where they find you have fractured your C4 vertebrae and suffered "central cord syndrome", a severely damaged spinal cord.

They say there is some recovery expected but no one knows how much or how long it will take. After 3 weeks, with a lot of concentration, you can move a big toe. Whatever recovery happens, it will be a very long, very slow process. Months definitely, possibly years and no one knows how much recovery will happen. Maybe you'll walk again, maybe only lift a leg, maybe only lift an arm, maybe only squeeze a finger, maybe only move a toe.

This happened to my brother, Tim. He is determined to recover. He has never been afraid of hard work. He will continue to fight as long as it takes. He needs your thoughts and your prayers.

Any contribution you can make would be greatly appreciated.

Messages From The Executive Board

Several months ago, Linda Mattes had a conference call for Alliant employees where she made the comment "WE NEED TO MIND THE STORE". I have to admit, when she first made that statement I laughed. As time passed, the more I thought about it, I realized it's probably one of the most accurate statements I've heard. We all have a responsibility to mind the store and to be honest; we're not doing a very good job of it.

Two places we're not minding the store concerns ESR issues. Let me start out by saying that we have some great Field Engineers, some good Field Engineers and some Field Engineers that just don't get it. Things are getting better but we have a long way to go. When it comes to ESR standards, I fully realize an electric installation may get designed and installed and some part of that installation may not meet ESR standards. There is no way that same problem or issue should continue to pop up. If an electric installation gets so mucked up, I, as a shareholder resent Alliant paying to have everything corrected due to the fact a Field Engineer wasn't doing their job, installations cannot be cookie cut from a desk. Now to make sure individuals don't think I'm making a blanket statement about FE's, let me repeat myself, we have some great Field Engineers, some good Field Engineers and some Field Engineers that just don't get it.

The other ESR issue is, anyone installing or working on electric services should have a thorough knowledge of Electric Service Standards. It doesn't make any sense what so ever to have a service installed and energized, only to find out it doesn't meet standards. If an installation does not meet standards, the electrical contractor may have to correct the installation to meet those standards. Anytime Alliant employees make return trips, it's a waste of time, manpower, equipment, material and money. If everyone were to be aware of standards, issues could be caught before any type of work was started. This issue has been brought up multiple times over the years. Training needs to be a thorough training session, not a half hour short course.

Let's discuss DG (wind, solar) installations as well. Again, we get paid by the hour but it doesn't make sense for Alliant employees to make multiple trips to exchange a meter for DG installations only to find out the installation does not meet standards. We're not minding the store by wasting time in manpower as well as fuel. Someone needs to take accountability for DG installations.

Alliant contracts with companies for a variety of reasons/jobs. A common theme across the state seems to be said contractors doing substandard work. Who holds contractors accountable? From what I hear, when Alliant crews come across issues, those same crews may correct the problem.

Since being elected to E Board, it appears lots of issues at Alliant are due to managers not wanting to manage. Some managers just don't, won't or can't make a decision. These same managers are aware of issues and or problems and will not address them. It seems the logic being, if I ignore the problem it will go away. These same managers may act like they are addressing an issue by passing the problem on to someone else. Some hope with time, the issue will take care of itself or just go away. I suppose I should make some sort of disclaimer here! Alliant has some great managers, some good managers and some managers that just don't get it.

The above are issues that I definitely believe "WE'RE NOT MINDING THE STORE".

This doesn't concern "MINDING THE STORE" but since I'm on a roll I'd like to throw one more thing out there. Most companies that do performance reviews, employee evaluations or the one on ones are given to employees to score for job performance to determine what that employee will receive as a bonus. Since bargaining unit employees receive no bonus, what exactly is their value? If we as employees are being given a performance review I think that employees should be given the same opportunity to give a performance review on a manager.

I've shared some issues where I believe Alliant is not "MINDING THE STORE". If you know of other ways that Alliant is not "MINDING THE STORE" please take the time to write an article for Tailgating. Title it "MINDING THE STORE" and send it to Matt Fischer at our local. If you have something and you don't want to write an article, please contact me.

In Solidarity:
Tim Boyle

Register to Vote

By: Rob Pitcher - Assistant Business Manager

I'm sure everyone is well aware there is an election coming up in November. Having a voice about who will run our country is a very important role that you play as a voter. We may not always agree on how to fix some of our nation's problems but if we don't educate ourselves on the issues and vote our opinion, things will not change. If you do not vote your voice is not being heard! Here are a few ways you can register to vote in Iowa.

You can register to vote online by going to mymvd.iowadot.gov, you can also go to the website sos.iowa.gov, click on the elections tab at the top of the page and then click on the voter link that will take you to a form that you can fill out, print off and send to, your county auditor.. You can find your county auditors address by phonebook or by the website sos.iowa.gov.

You can also register to vote on Election Day:

- First go to the correct polling place for your current address on Election Day you can find this by going to sos.iowa.gov and click on find my polling place.
- Then you will have to prove both who you are and where you live. You can do this by providing a photo

(Continued on page 8)

Alliant Energy Retirees



The plaque pictured above is dedicated to the retired women and men of Alliant Energy Operating Department and can be viewed at Tommy's restaurant in Cedar Rapids, Iowa, where the retirees meet on the last Thursday of the month for breakfast.

The plaque is for current retirees and will have tags with your name and year of retirement per your request. If you would like to add your name contact Carl Zimmerman at 319-393-4622.

Compromised FR Garments

By Doug Mueller, Local 1439

As a member of I.B.E.W. Local 1439 on the property of Entergy in Arkansas, Ameren Missouri and Alliant in Iowa the prerequisite to wear flame retardant clothing is no longer an option, in fact, it is mandatory and considered PPE by OSHA.

Negotiations have taken place with all of the aforementioned Company's with regard to yearly and new hire FR clothing allotments. In addition, guidelines, agreements and policies have been set out as to appropriate wear, maintenance, repair and overall condition of such garments.

The issue of when a FR garment is not suitable for wear has become a topic of discussion at numerous Operating Centers throughout the three states. Management and members are equally questioning the appearance and/or condition of the outer most layers of clothing if visible tears, rips and holes are present.

The motivation for this concern is valid, with merit and raises a serious safety concern. In the event an electrical flash would transpire, documentation has confirmed the heat source will not penetrate FR clothing; however, where the garment is compromised, that same documentation illustrates serious injury from burns will ensue.

Regardless of experience level, years of service and knowledge; unforeseen errors and mishaps have and will continue to occur. Armed with that knowledge and conscious of the ability to properly protect oneself from serious injury, it is perplexing that any other path would be taken.

That path of uncertainty, potential injury, pain and remorse is not the desired trail and one which is within our ability to alter. If your clothing appears questionable, discard that garment, if a co-workers is doubtful, take the initiative and share your concern. It must be noted, if Management sees a garment as problematic, they are obligated to ensure the safety of those they manage and will insist satisfactory clothing is worn.

FR clothing should be regarded in the same manner as all PPE and utilized in the identical fashion. If questioned about clothing condition, equate that concern to a co-worker addressing adequate cover up are the nearing of energized primary. We were all trained to appreciate those who demonstrate a concern towards our personal safety and this instance should be viewed no differently.

A Message From The Blue Hat

Turn in those Near Misses

During Safety Days this year, everyone heard the message to turn in your Near Misses that happen in the field. I just want to take the opportunity to re-emphasize the importance of turning them in. What is the definition of a Near Miss? A Near Miss is “any unexpected event or realization that could have caused an injury or property damage, but did not”. Have you had something happen to you recently that could have caused injury, or property damage, or just something that is worth sharing to keep others informed? I think that we all have those situations happen, but don’t think of the value in sharing them with others when they occur. We need to get in the mindset that reporting these could prevent this from happening again to someone else. Once we think of it that way, hopefully we will be willing to report them. Why would you not want to turn in something that could possibly save a union brother or sister from injury, or just alert them to a possible problem that happened to you? I’m aware that there has always been a fear that turning in a Near Miss may lead to discipline. I have been writing Near Miss Reports for employees for 7 years now, probably close to 150 of them, and to this date, no one has ever been disciplined for turning in a Near Miss, and this will NOT change. When I write up a Near Miss, it is 100% confidential, no names, no locations, absolutely no indication where it came from. I have never had anyone call even to ask where it occurred, or who it happened to. If you are willing to call me to report a Near Miss, I will do all the paperwork involved with it, and send it back to the individual or crew before I send it in to make sure it is accurate. If after I write it up, you change your mind before I send it in, it will not be sent in. Please consider sharing anything that you feel is worth reporting as a Near Miss. Remember, it could save a Union brother or sister from injury, or possibly even worse. If you would like to report a Near Miss, please call myself (Terry) at 641-777-3646, or Randy Brown at 319-480-6258.



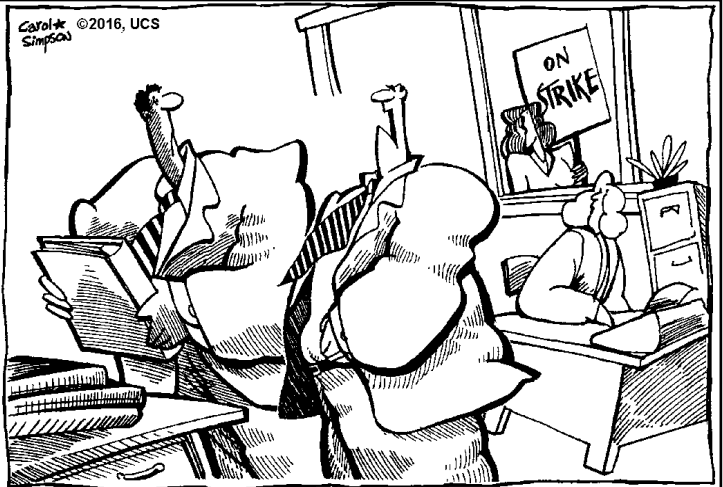
Milestones

Pictured to the left is Dennis Stancel from DAEC receiving his retirement watch from Business Manager Dave George.

Congratulations

Ever notice that people say workers are "forced" to pay union dues?

Yet they don't say anything about being "forced" to take the pay, benefits and protections that come with a union contract.



"The union demands are much too reasonable. I need something I can reject out of hand."

TAILGATING

NONPROFIT ORG
US POSTAGE PAID
CEDAR RAPIDS IA
PERMIT NO. 1280

IBEW, Local 204
4837 1st Ave SE, Ste 203
Cedar Rapids, IA 52402-3226

(Continued from page 5)

ID with your current address printed on it. If you do not have your current address printed on your photo ID you can bring a, Residential lease, Utility bill (including a cell phone bill), Bank statement, Paycheck, Government check or another government document that has your current address printed on it along with your photo ID.

There are a few rules in order to register you have to be a U.S. citizen, an Iowa resident, and at least 17 1/2 years old (must be 18 years old by election day to vote.)

You cannot register if you are convicted felon (unless your voting rights have been restored), been judged mentally incompetent to vote by a court, or can claim the right to vote in any other place.

I want to encourage everyone who is not registered to vote to please register, and to those of you who are already registered thank you and get out and vote on Election Day.