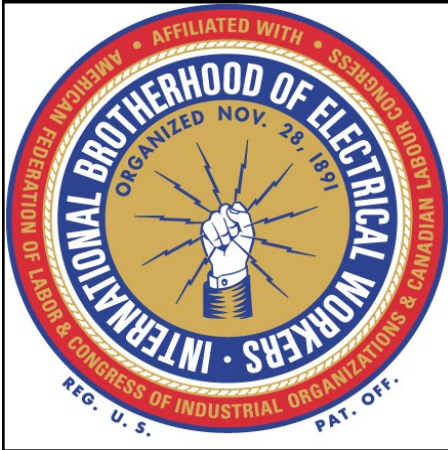


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IBEW LOCAL 204

New ULCS Agreement Ratified

By Dave George – Business Manager

On June 7, 2016, the members of IBEW Local 204 that work for Utility Lines Construction Services (ULCS), ratified a second tentative four year agreement.

The first tentative agreement was voted down by the members due to the Employer's proposals that would have required all Lineman classifications to be "travelers". Also at issue was a new residency requirement that tied members to the county of where a job was posted for future bids and would "grandfather" employees in current positions to the county in which they currently reside. The Union's desire to increase employer NEAP contributions from 10% to 25% also was not addressed by the Employer.

The ratified agreement provides for general wage increases (GWI) of 2%, 3%, 2%, and 2% respectively for the four year agreement. Employer contributions to the Health & Welfare Fund will be increased in each of the four years of the agreement, to hopefully continue to provide premium free health, life and LTD insurance to the members.

Relay Technicians who were not Foreman, were brought up to the Foreman's rate of pay which resulted in a 9% pre-GWI wage increase. A residency requirement was also established that is based on 30 miles driving distance from the city limits of the city on a job posting for all future posted jobs. Current employees in current positions are "grandfathered" and required to maintain a residence within 30 miles driving distance from their residence at the time of ratification.

Four personal days were added to the agreement over the four year term. One personal day will be added each year of the agreement, in each of the four years for a total of four personal days each year thereafter. Up to five personal days may be carried over from year to year.

The next negotiations that Local 204 has during the year of 2016 are the Alliant Energy-DDC Contract and the Prairie Energy Contract.

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September 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5 	6	7 Area Meeting Ames 6:30 pm	8	9	10
11 Patriot Day 	12	13	14 Area Meeting Britt 6:30 pm	15	16	17
18	19	20	21 Area Meeting Manchester 6:30 pm	22 First day of Fall	23	24
25	26	27	28 Area Meeting Newton 6:30 pm	29 EXECUTIVE BOARD	30	

October 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5 Area Meeting Storm Lake 6:30 pm	6	7	8
9	10	11	12 Area Meeting Marshalltown 6:30 pm	13	14	15
16	17 Boss's Day 	18	19 Area Meeting Burlington 6:30 pm	20	21	22
23	24	25	26 Area Meeting DAEC 3:00 pm	27 EXECUTIVE BOARD	28	29
30	31 Happy Halloween 					

Messages From The Executive Board

Food for Thought

Recently, Dave and I attended a Benefits Summit with HR leaders from Black Hills Energy. The main topic of the meeting had to do with health care and how the Affordable Care Act is driving prices. With a fear of the unknown and so called “Cadillac tax” being put on premium health care plans, many companies are already taking steps to prepare, in order to avoid a 40% non-deductible tax being implemented.

Since we have participation language in our contract, last year Black Hills made changes to our health plans by providing three plans with premiums based on the level of coverage, with the deductible and out of pocket max. Black Hills is pushing a health initiative and encouraging all employees to get an annual physical with lab work (which is 100% paid by our plans and 2 hours paid to do so) or a company sponsored health screening. If employees do not do the annual physical or the health screening, they will be subject to higher premiums.

On January 1, 2017 Black Hills will be going tobacco free on all properties, including job sites and vehicles. This message has been relayed repeatedly to employees since the beginning of 2016. It was mentioned at the Benefits Summit that discipline would start being administered after January 1, 2017 for anyone violating the policy. They also mentioned the possibility of a nicotine screening as part of the preferred pricing for health care coverage, because tobacco users are higher risk for health problems.

As we all know, this is probably just the beginning, which may not be all bad, but nonetheless, we may be forced to make changes. This is the direction Black Hills is going and having been through various negotiations, what one company does in the industry, others tend to follow.

In Solidarity,
Dean Gotto
E-Board Area #5

Contract Time Is Coming!

Well it's that time again for me to get on my soap box and give my opinion. I hope this finds you enjoying your summer and staying cool.

It is hard to believe that we will shortly be sending our kids back to school, celebrating Labor Day, and thinking about working on a new contract. Yes, I said working on a new contract!

We are a year away from beginning the bargaining process for a new contract for Alliant Energy/IP&L (formerly IES). It seems like a long time away but now is the time to be thinking of what is important to each one of us, but at the same time we need to think about what is important to the brothers and sisters of Local 204. It isn't always about what is best for us as individuals, but what is best for all of us. The Negotiating Committee works hard and spends a lot of hours to provide the best possible contract that benefits ALL members, including those with 6 days of service and 40 years of service.

(Continued on page 5)

IBEW "A" Membership Service Awards



Retiree Merlyn Schroeder displays his 75 Year "A" Membership Award and pin with Business Manager Dave George. Merlyn was an employee of Interstate Power Company (IPC) which was formerly represented by the predecessor Local 263.



Retiree James "Jim" Hartman shows off his 65 Year "A" Membership Award and pin with his son Kerry. Jim was an employee of Interstate Power Company (IPC) which was formerly represented by the predecessor Local 263.

(Continued from page 4)

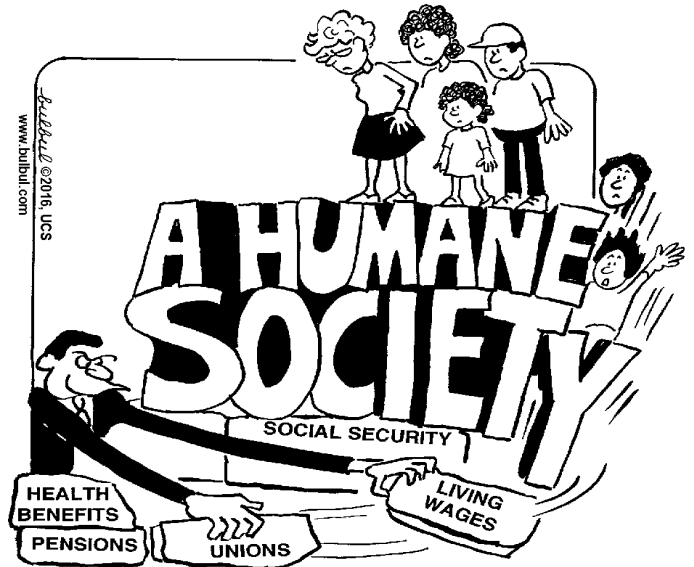
When the contract does come out please make sure to look it over in great detail to find what you like and dislike. When the contract explanation meetings are set, members need to be at them. This is when the questions get answered and we can make sure everyone understands it better. In my opinion, if you do not attend the union meetings or the explanation meetings you have no right to complain about the final product. It is up to ALL of us to make this next contract the best we can.

My main priority is to protect the future of ALL brothers and sisters. So, in the coming months as you think about what is important for your future, stop and think about if it is what is best for ALL of your brothers and sisters. Enjoy the rest of your summer and stay safe!

In Solidarity
Chad Hilsabeck
Executive Board - Area 6



Wilson / UCS



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Possible Union Meeting Start Time Changes

There has been a lot of requests to hold our monthly Union meetings right after work at 3:30 PM or 4:00 PM, in order to increase attendance and to make it more convenient for the members. In some locations, this is what has been done on an individual basis, and the attendance has started to increase.

When the meeting times have been changed, members at the meeting location have made every effort to notify the other members in the area of the meeting time change. The changing of the meeting start time is being done on an individual basis at the desire of the members in the location of the meeting. The Union office is flexible for whatever time the members want to hold the meetings, just let us know a week or so before the meeting.

If you plan on attending a Union meeting, especially if the meeting is not in the area that you usually work, please call the Union office at (319) 366-3434 to see what time the meeting is going to be held, just to make sure.