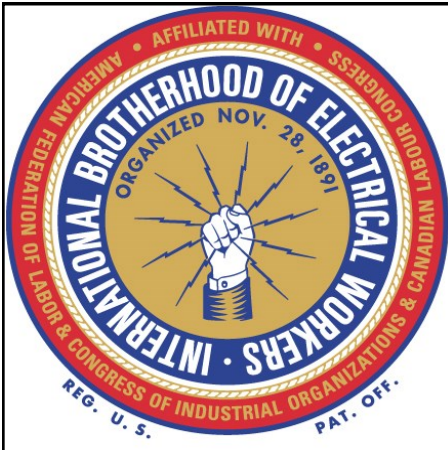


TAILGATING

January/February 2016

Is Published frequently by IBEW Local 204

Volume 36 Issue 1



IBEW LOCAL 204

Rob replaces Matt Schuler who retired in October 2015. Rob has been a Union Steward and has attended Stewards' School classes along with various training classes at the University of Iowa Labor Center and is very interested in helping his Union brothers and sisters. Rob has shown, and taken the initiative to learn more about properly representing his brothers and sisters in Local 204.

New IBEW Local 204 Staff Addition

By Dave George – Business Manager

I would like to introduce our newest addition to the staff of IBEW Local 204. Robert "Rob" Pitcher, who was a Mechanic at the Prairie Creek Generating Station, has been appointed by me to the position of Assistant Business Manager.



Rob has worked for Alliant Energy for 15 years starting out as a Meter Reader for 7 months, then moving into a Floor Operators position in the Prairie Creek Power Plant, which he held for 8 years, before moving into his last position of Mechanical Maintenance at Prairie Creek for over 6 years.

Please welcome Rob in his new position. If you need anything, Rob is here to help answer your questions. If he doesn't have the answer immediately for you, he will work to get you your answer and get back to you.






inside...

February Calendar	2
March Calendar	3
Messages from the E-Board	4
Get Out and Caucus	5-6
2016 Local 204 Stewards' School	7
Financial Fitness	8

FEBRUARY 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2 Groundhog Day 	3 Area Meeting Mason City 6:30pm	4	5	6
7	8	9	10 Area Meeting Ottumwa 6:30pm	11	12	13
14 Valentine's Day 	15 President's Day 	16	17 Area Meeting Dubuque 6:30pm	18	19	20
21	22	23	24 Area Meeting DAEC 3:00pm	25 EXECUTIVE BOARD	26	27
28	29					

MARCH 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2 Area Meeting Ames 6:30pm	3	4	5
6	7	8	9 Area Meeting Atlantic 6:30pm	10	11	12
13 Spring Ahead 	14	15	16 Area Meeting Manchester 6:30pm	17 HAPPY ST. PATTY'S DAY 	18 EXECUTIVE BOARD	19 Steward School
20 First Day of Spring 	21	22	23 Area Meeting Newton 6:30pm	24	25 Good Friday 	26
27 Easter 	28	29	30	31		

Messages From The Executive Board

Dave George receives Bob Bennett Good Faith in Collective Bargaining Award



On Tuesday, November 24, Business Manager Dave George was among the recipients of the Bob Bennett Recognition for “Good Faith” in Collective Bargaining award at the Dubuque Area Labor-Management Council Annual Awards Banquet.

The Council offers the “Good Faith” Award as its highest recognition, honoring individuals connected with Dubuque area unions and employers who practice good faith in their dealings with others and who are models of "working together for a better community," the Council's motto.

Dave was hired at Interstate Power Company as an Auxiliary Operator and Helper in 1982. He was later elected the Executive Board of IBEW 263 and appointed Union Steward, representing the Dubuque Power Plant. In 1994, Dave was appointed to Business Manager of the IBEW Local 263, and in 1995, was elected to Business Manager for another 3-year term.

Since the merge of IBEW Local 263 (Dubuque) and IBEW Local 204 (Cedar Rapids), Dave has held various positions, and most recently reelected as the Business Manager of IBEW Local 204. Although he works for the IBEW Local 204, he is still considered an employee of Alliant Energy on a contractual leave of absence.

About the Bob Bennett Good Faith in Collective Bargaining Award

Bob Bennett was a retired Federal Mediation and Conciliation Service commissioner who served the Dubuque area for many years. He passed away in 2014. Mr. Bennett believed whether engaged in collaboration or considering a grievance, showing good faith in the process is paramount. He felt establishing integrity and earning the trust of others will be accomplished when keeping your word, an open mind, and being patient.

The award honors one individual connected with a union (labor) and one individual connected with an employer (management) for a particularly important endeavor or for their work over an extended period of time (e.g., a lifetime or career, or their tenure with a specific organization). Anyone working at or retired from a place of employment with a collective bargaining agreement in Dubuque, JoDaviess or Grant Counties is eligible for nomination.

I feel fortunate to have someone with so much knowledge, experience and dedication working for my local union. Thanks for all you do for our local.

In Solidarity,
Dean Gotto
Executive Board Member, Area 5

Get Out and Caucus

By: Rob Pitcher – Assistant Business Manager

A reminder Iowa caucuses are scheduled for February 1st and here is a little information on how both Parties perform their caucuses. Please get out and caucus for your candidate you can find caucus sites by going to the Iowa Democratic Party's site or the Iowa Republican Party's site.

The Democratic Party

Step 1 - Democratic Party members will meet in one of the 1,781 precincts in Iowa, which are designated schools, public buildings, and private homes to elect caucus delegates. To determine meeting locations, individuals may contact their County Party Chair or State Party Headquarters.

Step 2 - At the individual Democratic caucus meetings, individuals will gather in separate groups according to which candidate they are supporting. Those who are undecided will be asked to join one of the groups already formed.

Step 3 - These caucus meetings will determine the popularity of each candidate and will decide which candidates are to be retained and which are to be eliminated. Only candidates receiving 15% support from the individuals in the meeting will be eligible for the candidacy. Individuals supporting a candidate who received less than 15% support will be asked to join one of the other groups.

Step 4 - This procedure of determining the percentage of support for each candidate may take some discussion until the process of elimination leaves a handful of candidates with no less than 15% support. This number will be broken down based upon the number of delegates that this particular caucus is representing. For instance, if a caucus is heavily populated, there may be 4 or more delegates to be elected, and so a group would need 15% of the participants in that caucus in order to qualify; If a caucus is electing only 2 delegates, a group would need 25% to qualify; and if a caucus is electing only 1 delegate, a group would need 50% of the participants to qualify.

Step 5 - The results of the percentages received and the number of caucus delegates for all of the meetings held that night are reported to party headquarters. From there, the figures are tabulated to determine in rank order the candidates with the most caucus delegates. This concludes the Democratic participation in the caucuses.

Next, the Democratic Party will begin the process of selecting the 56 delegates that will represent the state of Iowa.

Step 6 - After the caucuses in each county, a County Convention will be held to select the delegates for the District Convention. Again, at this level, they will use the 15% rule, which stipulates 15% of the delegates are needed in order to consider a candidate viable. (This was completed on March 15 with most delegates reaffirming Obama as the leader)

Step 7 - After the County Convention, a District Convention will be held in which all of the counties in that district will select the delegates, of which there are 29 total for the state. Again, the 15% rule to determine viable candidates will be followed.

(Continued on page 6)

(Continued from page 5)

Step 8 - The State of Iowa Democratic Convention will convene to select the delegates who will represent the candidates in the National Convention, again using the 15% rule of support. The State Convention, at this time, will prepare a total of 56 delegates for the National Convention, at which the official Presidential Candidate for the Democratic Party will be decided.

Republican Party

Step 1 - Republican Party members will meet in one of the 1,784 precincts in Iowa, which are designated schools, public buildings, and private homes to elect caucus delegates. To determine meeting locations, individuals may contact their County Party Chair or State Party Headquarters.

Step 2 - At the individual Republican caucus meetings, a straw poll is taken by secret ballot to influence the delegate.

Step 3 - One person = one vote. The straw poll is an informal type of voting where the local votes are tabulated to gauge opinion.

Step 4 - The tabulated votes from the local precinct straw polls are sent to the state party headquarters to announce the winner of the straw poll popular vote, and hopefully influence the selection of delegates. This concludes the Republican participation in the caucuses.

Next, the Republican Party will begin the process of selecting the 41 delegates that will represent the state of Iowa.

Step 5 - After the caucuses in each county, a County Convention will be held to select the delegates for the District Convention, using the influence of the straw poll as a guide.

Step 6 - After the County Convention, a District Convention will be held in which all of the counties in that political district will decide on just 3 delegates to represent each district. There are 6 districts in Iowa for a total of 18 delegates.

Step 7 - The State of Iowa Republican Convention will decide upon a total of 23 more delegates, along with the 3 additional delegates per district, for a sum total of 41 delegates who will represent the candidates in the National Convention, at which the official Presidential Candidate for the Republican Party will be decided.



Hal Brodahl from Alliant Energy - Atlantic, IA receives his retirement watch from Business Manager Dave George



Richard Talbott from Black Hills - Council Bluffs, IA receives his retirement watch from Business Manager Dave George

2016 LOCAL 204 STEWARDS' SCHOOL
MARCH 19, 2016

AT THE KIRKWOOD HOTEL & CONVENTION CENTER
A hospitality suite will be open to participants
at 5:00 PM on Friday evening March 18th

OPEN TO ALL IBEW Local 204 Stewards
and other members, if space is available

Note: Local 204 will pay mileage OR provide a hotel room (Friday night) if you live between 20 and 120 miles from Cedar Rapids. For those who live MORE than 120 miles from Cedar Rapids, Local 204 will provide a hotel room (Friday night) **AND pay mileage. You must pre-register, since there are a limited number of spaces available.**

Participants MUST make
reservations to the Local 204 office
at (800) 397-IBEW OR (319) 366-
3434 BEFORE February 26, 2016



TAILGATING

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

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

Financial Fitness

2016 is officially upon us and with it comes New Years' resolutions. Just as with a new workout routine, it helps to commit to change. The most important step you can take toward financial fitness is to work with an advisor. Consider a financial professional to be your trainer. He or she can help you create a strategy and stay on track. We are providing you with a unique opportunity – the chance to get one on one coaching from an experienced advisor. During your meeting, you can develop a personalized plan, and then take steps right away to help reach your goals.

IBEW 204 consults a team at the Principal Financial Group – Doug Havel and Ken Kintzle work with Union members and their families to begin their path to financial fitness.



Doug Havel and Ken Kintzle
 Principal Financial Group
 P: (319) 362-2149 or (800) 253-7991

