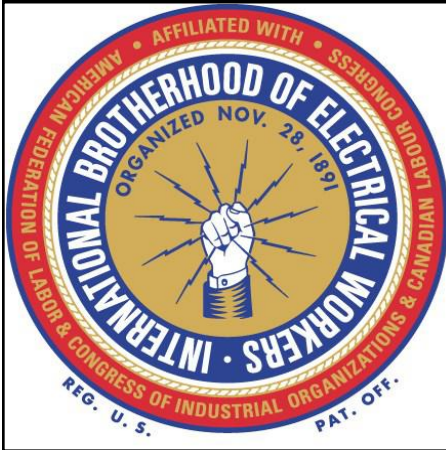


# TAILGATING

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**IBEW LOCAL 204**

## Annual IBEW Local 204 Picnic!

This year's **2017 IBEW Local 204 Picnic** is being hosted by Jim Boustead and Joel Rasmussen, and is going to be held on August 5, 2017, at Don Williams Park and Lake, which is located at 610 H Avenue, Ogden, Iowa 50212. The picnic will be at the Ronald Good Shelter House and will start at 10:00 AM. Lunch will be served at 12:30 PM, with activities and prizes to follow after lunch.

The meal will consist of steak or chicken, baked potato, sweetcorn, green beans almandine, and hot dogs or hamburgers for the kids, and a brownie with ice cream for dessert. Pop, lemonade, and keg beer will also be provided. There are plenty of activities around the

park such as a nice lake for fishing, a nine hole golf course, walking trail, and a bags tournament. All kids age 12 and under will get a free fishing pole!

**Places to stay:** There are camping areas on a first-come, first-served basis (\$18 a night/electric site) and cabins located in the park that can be reserved. If you plan to stay at a hotel, Boone or Jefferson are two of the closest cities to the Don Williams Park in which to book a hotel room. The Wild Rose Casino also has a hotel which is close by in Jefferson.

For more information on Don Williams Park and Lake, and to make cabin reservations go to: [www.boonecounty.iowa.gov/government/county-conservation/recreational-areas/don-williams-recreation-area](http://www.boonecounty.iowa.gov/government/county-conservation/recreational-areas/don-williams-recreation-area).

**Please RSVP to the IBEW Local 204 Union Office by July 28, 2017 at 319-366-3434, so that the picnic hosts can get an accurate count of those attending and the ages of the children.**



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# June 2017

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7 <b>Union Meeting Council Bluffs 6:30 PM</b>	8	9	10
11	12	13	14 <b>Union Meeting Washington 6:30 PM</b>	15	16	17
18 <b>Father's Day</b>	19	20	21 <b>Union Meeting Oelwein 6:30 PM</b>  <b>First Day of Summer</b>	22	23 <b>Executive Board</b>	24
25	26	27	28 <b>Union Meeting DAEC 3:00 PM</b>	29	30	

# July 2017

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4 <b>Independence Day</b>	5 <b>Union Meeting Creston 6:30 PM</b>	6	7	8
9	10	11	12 <b>Union Meeting Osceola 6:30 PM</b>	13	14	15
16	17	18	19 <b>Union Meeting Cedar Rapids 6:30 PM</b>	20	21	22
23	24	25	26	27 <b>Executive Board</b>	28	29
30	31					

# Messages From The Executive Board

## Our World and Changes

*By Mike Welsh*

Listen to the radio or T.V. today with all the hell going on daily around the world, it is hard to make sense of most of it. I'm not the first Executive Board member to speak on this topic, but I will share what I see.

When the membership voted to accept the Alliant Energy (formerly IES) large group contract effective September 1<sup>st</sup>, 2013, a lot of life as we knew it changed! I, as you, only had one vote and the contract passed, insurance changes, and the one I hear the most about is the bidding process. Is it a big change? Yes it is! We have heard from many of our members who are upset about not getting an interview for a job, and I understand that! I have actively talked to our management folks to see what some of our members can do better when bidding on jobs. Remember when I said times have changed? Now you need a resume when bidding a job. Most of the managers I've talked to have said, we want them to show us they are willing to put the effort in on their own!

They all have a list of the skill set they want in the person filling that position, and where the classes are if they are online or a person needs a classroom setting to help them. Folks, the classes are there and Alliant Energy has a program to help you pay for them! It is on the Compass. Sometimes forward thinking is the best.

If you are reading this you may be employed by Alliant Energy, and you applied for a job and got one. We have good wages and benefits, look around. Now we all are dealing with change and technology and both are changing our lives, ask any Meter Reader or the folks in the Power Plants. AMI is said to take the place of the Meter Readers. Do we know the extent for sure yet? I don't think so. With the EPA and age of our Power Plants, lots of political and environmental changes, many are closing and that means job loss for our membership.

All go beyond the employee. You have spouses, children, and family which are very far reaching that are affected. But now, lots of wind and someone needs to install and maintain it, solar, same thing. These may be opportunities to ponder. I remember the time when nuclear was new at IE (Iowa Electric), all we knew was gas and electrical.

But we now are where we are. My hope is simply this, take advantage of the schooling Alliant Energy is willing to invest in you. If things don't work out for you here, you may be the person at another company's interview that your hard work will give you a leg up on a job due to Alliant Energy helping with your schooling.

Good luck to all of you and have a safe enjoyable summer!

# Workers' Compensation Changes

*By Nate Willems - Attorney*

The Republican-controlled Legislature recently passed, and Governor Branstad signed into law, extreme changes to the workers' compensations system that may hurt you.

To review, any injury arising out of and in the course of your job is a workers' compensation injury. If so, work comp should provide medical care for your work injury – not your private insurance. Although your company may have a shorter deadline, under the workers' compensation law you must report your work injury within 90 days. You must file a claim with the workers' compensation commissioner within two years, or within three years if they ever pay you any weekly benefits.

One negative change to the law concerns reporting requirements. Previously, you could report an injury within 90 days of when you realized the injury was work related AND you realized it was serious or compensable. The law now requires every injury to be reported within 90 days of the date you realized, or you should have realized, it was work related. As written, you now need to report every injury even if it does not stop you from working. We foresee employers now using initial interviews to torpedo workers' compensation claims:

Q. "So, you're thinking this pain is work-related?"

A. "Yeah."

Q. "You been thinking it was work-related for a while now?"

A. "Yeah."

Q. "For 4 or 5 months would you say?"

A. "Yeah."

In three questions like this, a manager or human resources employee could destroy a valid workers' compensation claim by making it appear the employee knew he or she had a claim more than 90 days earlier than reported. If you wait until your pain or condition becomes sufficiently serious that it impacts your job and the employer thinks you had this difficulty earlier but failed to report it, they may deny your medical care and benefits entirely.

A second terrible new change to the law concerns shoulder injuries. Previously, if a shoulder injury resulted in any permanent impairment, the workers' compensation system evaluated the full impact on your ability to make a living – this is what we call industrial disability. Now, your benefits will be solely decided by the doctor's impairment rating. They will NOT take into account your age, work experience, permanent restrictions, specialized skills or anything else that specifically impacts your ability to provide for your family. Preliminary reports estimate that this change will reduce the financial benefits to workers with shoulder injuries by 65%.

A third awful change concerns the way back, hip, neck and other whole body injuries are compensated. With one of these injuries, the workers' compensation system will still evaluate how any permanent impairment affects your ability to earn a living. However, as long as your employer keeps you employed at your current wage rate, they need only pay you your impairment rating and not take into account other factors like age, permanent restrictions, etc. Later on, if they terminate you, you can reopen your workers' compensation case for a full evaluation of your industrial disability. This would give the employer some incentive to make life unpleasant enough for you that you quit. If you choose to take a job somewhere else or quit, you probably lose benefits to which you would otherwise be entitled.

Lastly, most of the changes in the new law apply only to injuries occurring on or after July 1, 2017. If you think you have a claim that dates before July 1, 2017 but it has not yet been filed with the workers' compensation agency, you should contact a lawyer to discuss filing it. When reporting a condition or injury noticed after July 1, 2017, carefully describe the date(s) you realized: a) it was work related; b) it was serious enough to limit you at work. Finally, bring a steward, union representative or fellow union member with you to report your injury.



25-Year Watches presented to: Jesse Valdez, Mark Lunsford, Scott Johnson & Shawn Morgan, All at OGS.

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25-Year Watch presented to Scott Shulista in Cedar Rapids, IA



25-Year Watch presented to James Stufflebeam in Centerville, IA