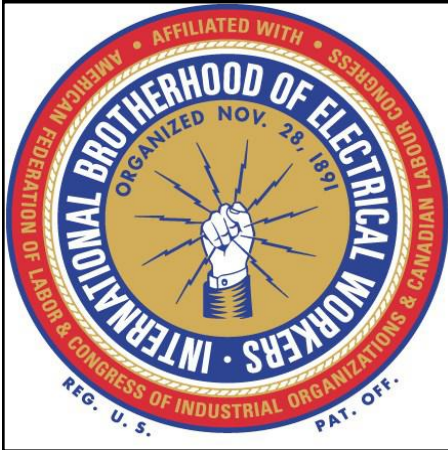


TAILGATING

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Important Notice for IBEW “A” Members

By Dave George – Business Manager

There are two different kinds of membership in the IBEW. One is an “A” membership which provides for pension and death benefits, and the other is a “BA” membership which DOES NOT provide pension and death benefits. The monthly dues for the “A” membership includes an additional amount that is above and beyond the dues for the “BA” membership. This additional amount is paid into the Pension Benefit Fund (PBF) to fund the additional benefits of an “A” membership. Both the dues for “A” and “BA” memberships are paid monthly to the IBEW International. There is also a portion of each member’s total monthly dues that remain with IBEW Local 204.

Recently I received a letter from International Secretary-Treasurer Kenneth Cooper, informing me that some IBEW “A” members who reach retirement age, or take an early retirement from their Local Union or the Company that they work for under an IBEW Labor Agreement, have stopped paying their monthly International portion of their “A” membership dues BEFORE they have been placed on and approved for PBF Pension benefits.

According to the *IBEW Constitution, Article XI Pension Benefit Fund, Section 6(a)*, “A” members who are delinquent on their dues for six months are dropped from membership. Once the member is dropped from membership they are not considered as a member in good standing and will not be eligible for benefits under the PBF.

Some “A” members may be unaware of the pension and death benefits that they are entitled to from the Pension Benefit Fund (PBF), or mistakenly believe that once they reach retirement age, or retire from the Local Union or the Company they worked for under an IBEW Labor Agreement, that they are no longer required to pay the International portion of their “A” membership dues. This belief is incorrect, if the “A” member wants to maintain their pension and death benefits that they have paid into for all their years as an IBEW “A” member.

If an “A” member stops paying their dues as referenced above and are dropped from membership six months thereafter, BEFORE they are approved and placed on the PBF Pension AND receive an approval letter from the PBF, they will have FORFEITED all accrued pension and death benefits from the PBF that they had previously paid dues for.

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October 2017

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

November 2017

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 Union Meeting Spirit Lake 6:30 PM	2	3	4
5 End of Daylight Savings Time	6	7	8 Union Meeting Centerville 6:30 PM	9	10	11 Veteran's Day
12	13	14	15 Union Meeting Iowa Falls 6:30 PM	16	17	18
19	20	21	22 Executive Board	23 Thanksgiving Day	24 Day After Thanksgiving	25
26	27	28	29	30		

Messages From The Executive Board

From My Point of View

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 by the time that you may be reading this, we will have already, or shortly will, 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 our members working under the Alliant Energy/IP&L contracts, also known as the Mason City and Dubuque IPC contracts. It seems like a long time away, but now is the time to be thinking of what is important to each one of us, while 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 to those with 40 years of service. 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 sister. Enjoy the rest of your summer and stay safe!

In Solidarity,

Chad Hilsabeck
Executive Board - Area 6

Safety Toe Footwear Grievance Settlement

By Matt Fischer - Assistant Business Manager

We recently filed a grievance on behalf of one of our Alliant Energy Large Group 204 members, when the Company denied him reimbursement for his climbing Safety Toe Footwear. The member turned in his receipt for reimbursement and then soon after turned in his two-week letter of resignation. Alliant Energy refused to pay the reimbursement stating it was not going to buy footwear for someone who was leaving the Company, as this is no different than the money allotted for FR clothing.

The Union argued that the money in the contract for Safety Toe Footwear is a negotiated benefit and is owed to any member who has money in their bank at any time, including leaving the Company. After meeting with the Company to discuss this issue the following language was agreed upon as a settlement to the grievance.

Specifically, the difference between Safety Toe Footwear and FR Clothing. The difference being the fact that the employee pays for the first set of footwear/safety toe footwear when they start employment and is not issued an allowance until the following calendar year from when they are hired. As such, for this example and other similar situations the employee will be reimbursed when a receipt for purchase of footwear/safety toe footwear is submitted upon ending employment. Regarding FR Clothing, its purchased after the employee is hired and as such, clothing would not be eligible for purchase when ending employment.

This settlement is for the Alliant Energy Large Group 204 (IES) contract, but we would argue the same on any of our other contracts that have similar language, where an allowance or reimbursement is negotiated for items that are required to be purchased by the member to perform their jobs.

(Continued from page 1)

For “A” members to remain eligible for their pension and death benefits after they retire or quit working in the Electrical Industry, they MUST maintain their membership in continuous good standing by requesting a Participating Withdrawal Card (PWC) and continuing to pay their monthly International portion of their “A” membership dues to the International. These payments must be up to date and paid on a quarterly basis UNTIL they are sent an approval letter from the PBF AND are placed on the PBF Pension, after they have made the proper application for PBF Pension benefits.

If an “A” member has made an overpayment of their dues beyond the date that they are placed on the PBF Pension, the International Per Capita Department will make a refund to the member for the overpayment of dues.

When wanting to retire under the PBF Pension, it is the obligation of the “A” member to apply to the International Pension Department to be placed on the PBF Pension. Again, I cannot stress enough how important it is to continue to pay your “A” membership dues as instructed in this article, UNTIL you are placed on the PBF Pension AND receive a PBF Pension approval letter. This is not something that is automatic when an “A” member reaches the age of 62 or 65, and/or decides to retire or quit working in the Electrical Industry.

If anyone has questions about your “A” membership or applying for PBF Pension benefits, please contact the IBEW Local 204 office or the IBEW International.



Alliant Energy member Brian Anton displays his 25-year watch, presented to him by Assistant Business Manager Matt Fischer.



Black Hills Energy retiree Doug Edgin receives his retirement watch from Business Manager Dave George.

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Assistant Business Manager Matt Fischer, (right) presents Alliant Energy DDC retiree Mike Nunemaker, (left) with his retirement watch.



CIPCO member Tim Root (left) receives his 25-year watch from Assistant Business Manager Matt Fischer (right).

