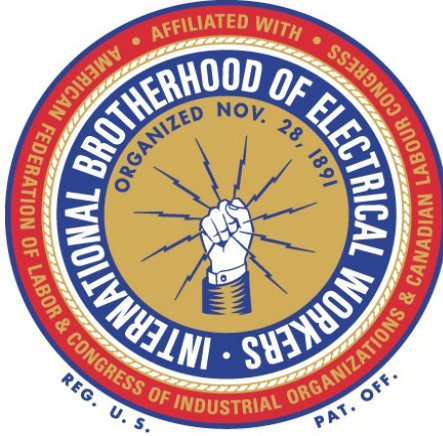


# TAILGATING

December 2018

Is Published frequently by IBEW Local 204

Volume 40 issue 12



**IBEW LOCAL 204**  
[www.ibew204.com](http://www.ibew204.com)



Congratulations to Jim Owens on receiving his retirement watch!

From all of us at IBEW Local 204 we would like to wish all of our members, retirees and families a very Merry Christmas and a safe and Happy New Year. As we reflect on 2018 we look back at the adversity we faced and how we have become a stronger local union. We still have a lot of challenges ahead of us, but together we can make IBEW Local 204 stronger and more united.

As we move into 2019, I want to remind each of our members to be the best employee and member of the IBEW you can be. We want to make the members of IBEW Local 204 the first choice for our member's employers. Have you ever had a contractor do work on your house, or a mechanic work on your vehicle and afterwards you said "I'll never have them do work for me again"? We don't want your employer to say the same the thing about our members. So ask yourself "am I doing the best job I can and being the best employee I can be" and "would I hire myself?". We expect all of our members to be true ambassadors of the IBEW and masters of their trade. Like I mentioned previously we want our members to be the first choice of their employers and not contractors. If we are not good employees we have no excuse for why we have so many contractors on property. Keep up the good work and continue to do the right thing as we venture into 2019.



Inside...	
25 year watch/Short term disability	2
Steward School	3
Message From E-Board	4
January Calendar	5
IPC Contract Vote	6



Congratulations to Randy Mason on receiving his 25 year watch!

**Attention to all members who have the IBEW Local 204 Insurance**

Since coming into office we have been looking for options to have the IBEW Local 204 Short Term Disability, AD&D, and Life Insurance taken over by someone else to administer. It has been a few months in the making, but we have found a partner who can take over the plan with the same coverages as we currently have for the same premiums. Not only are they willing to do like for like coverage, but we have put together some options to roll out to the membership as a whole sometime in the 2<sup>nd</sup> quarter of 2019. We will be looking to transition the coverage to the new carrier One America, administered by Cornerstone Benefits Management, effective as of January 1<sup>st</sup>, 2019. There will be no break in coverage, and if you currently have an open claim you will remain on the Reliance Standard plan until that claim is closed. You will also still have the premiums electronically transferred into the Dupaco account until further notice. There will be more information mailed out to those who currently have the insurance, so watch your mailboxes in the next few weeks. If you have any questions in the meantime please call the hall at (319)366-3434.

Dustin Stumma, Business Manager

# **2019 LOCAL 204 MEMBER EDUCATION, STEWARDS TRAINING CONFERENCE**

This year's Member Education & Stewards Training Conference will be held on Saturday, March 23, 2019, at the Kirkwood Hotel & Convention Center at 8:00 AM. Registration is at 7:30 AM.

A hospitality suite will be open to participants at 5:00 PM on Friday evening March 22nd at the Kirkwood Hotel, where beverages and appetizers will be served.

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

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 with the Local 204 office, 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, **by March 1st for members that will need a room, and by March 16th for all others.**

If anyone has any questions, please contact the Local 204 office.

## Dear Brothers and Sisters,

As I reflect with 2018 coming to a close, I can't help but notice all the changes that have come our way. Many have been positive and others not so much. We've shown the companies that we work for that when motivated, we will stand together and help grow our union towards the future. It's reassuring that regardless of where you stand on the change of leadership with our local, that our members voices have been heard.

It's nice to see our members have an opinion and stand up for it. The days of "just take it" hopefully are behind us. It's very important to remember WE ARE OUR BROTHER'S KEEPER. Regardless of the wants of the company, we need to make sure our people are looked out for and protected. With all of this inclusion and mood training, we have been and continue to be treated as "just the workforce." The IBEW is a strong and proud organization. We should be thrilled to be a part of it, take pride in the day to day, and take pride in our craft. Our local represents many members from all different background and walks of life. Take the time and get to know your fellow members and make sure we build each other up as it makes us all stronger.

With retirement we have lost many strong voices of our local, but it's also reassuring to see the newer members getting more involved. The future has many uncertainties with the possible closure of DAEC, to the phase out of the meter readers, and the stripping of the public sectors bargaining rights. Make no mistake, our local is fighting for our members every day. As a new E-board member, I've had my eyes opened to things I wasn't aware of and had the opportunity to give my insight on other issues to help better our union.

Ethics is a big part of the IBEW, what we stand for, and a part of our history. We should be leading by example. Hopefully we can show a couple of the companies we work for what ethics are and how it's supposed to be done. Just because some managers have worked their way up the ladder, doesn't mean they have the best morals or ethics. They have just learned to drink the kool-aid and share it with the others. Many managers are more worried about self-promotion and job preservation than what's best for the company.

I for one, know we've been told to be a steward of the customer's money. This issue has been a tough one for me to swallow. Constantly we see mess ups and mistakes from seasoned company personal that are swept under the rug. Many of these daily "mistakes" cost our ratepayers hundreds of thousands of dollars and no one seems to be concerned about it. All we are told is those errors are in the past and moving forward we'll try to do better. It's much easier to cover things up and make sure our company's scorecard looks good at the end of the year for bonus time. Alliant Energy, for one, continues to outsource and contract everything out they can, but making sure to keep the cash flowing in the pockets of the higher ups. In the same breath, our union is told that the company is doing much differently than what quarterly earning reports show. We are made to believe they are struggling. We continue to train skilled workers, but many have left to work for some of the contracted work. Some employees just a new logo, better pay, and better benefits. How can this be cost effective and in the best interest of the company? Maybe it's time to listen to the workforce rather than force another class on us about our "mood elevator" and meditation.

With the start to a new year upon us, I challenge our members to help build our union strong together. Watch out for each other, take care of each other, and handle issues on our side instead of running to management. Take pride in your occupation and make sure you return home safe and sound to your loved ones. I wish everyone the best in 2019 and hope for good things to come for Local 204.

In Solidarity,

Senica Fisher

E-Board at large

# January 2019

---

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		<i>1</i> <b><i>New Years Day</i></b>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>
<i>6</i>	<i>7</i>	<i>8</i>	<b><i>9</i></b> <b><i>Unit Meeting Cedar Rapids 6:30</i></b>	<i>10</i>	<i>11</i>	<i>12</i>
<i>13</i>	<i>14</i>	<i>15</i>	<b><i>16</i></b> <b><i>Unit Meeting Osceola 6:30</i></b>	<i>17</i>	<i>18</i>	<i>19</i>
<i>20</i>	<b><i>21</i></b> <b><i>Martin Luther King Day</i></b>	<i>22</i>	<b><i>23</i></b> <b><i>Unit Meeting DAEC 3:00</i></b>	<b><i>24</i></b> <b><i>Executive Board</i></b>	<i>25</i>	<i>26</i>
<i>27</i>	<i>28</i>	<i>29</i>	<b><i>30</i></b>	<i>31</i>		

## IPC Contract vote ratified

On December 11th Local 204 members officially counted the ballots for Alliant IPC contract. Local 204 would again like to thank their negotiating team of Al Wessels, Corey Birkel, Rodney Ostermeier, Deb Trebil and Tyler Fedin. Their assistance and valued input is greatly appreciated and without members like them that step up and give the time away from home and families negotiations would not be possible. Local 204 would also like to thank Kelley Prull, Matt Weiland and Gary Henry for being our official ballot counters. Vote counts are as follows:

- 106 members eligible to vote
- 84 ballots received
- 50 ballots yea
- 34 ballots nay
- 0 spoiled ballots

# 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