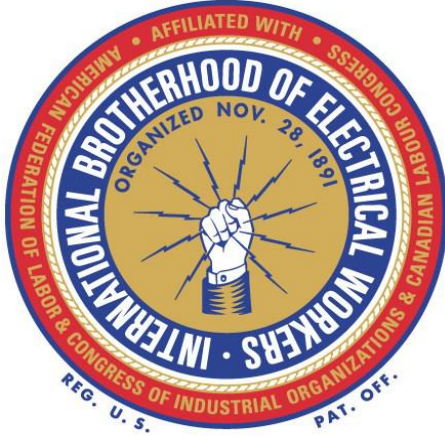


TAILGATING

February 2018

Is Published frequently by IBEW Local 204

Volume 38 Issue 2



IBEW LOCAL 204

Questionable Future of the Duane Arnold Nuclear Plant?

During the end of January, there were numerous news stories from various new sources that stated that the Duane Arnold Energy Center (DAEC) owned by NextEra Energy Resources may be shut down as early as 2025. Some of these news sources were KCRG – TV9, CBS2/Fox 28 and S&P Global Platts.

What prompted these stories were written documents and spoken statements made by NextEra Energy and NextEra Energy Resources or their executives. The driving force that led to these documents and statements, stems from reports and speculation that Alliant Energy/Interstate Power & Light may not renew their Power Purchase Agreement (PPA) with NextEra Energy Resources when the current PPA expires in February of 2025. The current PPA went into effect on February 2014, in which Alliant Energy/Interstate Power & Light

committed to purchase 431 megawatts of energy and capacity from NextEra's Duane Arnold Nuclear Plant through February 2025.

These various news stories have caused some people to believe that DAEC will definitely be closing in 2025, and some of these people are employees at DAEC and members of IBEW Local 204. This perception by DAEC employees could have been addressed, and possibly avoided, if NextEra management had talked to the employees about what was written and said immediately after the fourth-quarter earnings call was held on January 26, 2018. After all, it is said "perception is reality". It is the understanding of the leadership of Local 204 that the employees were only first talked to about this issue on Tuesday, January 30th, days and a weekend after NextEra made the statements and the news stories broke.

The exact statement made by NextEra Energy, Inc. in their report of their 2017 fourth-quarter and full-year financial results is as follows:

This quarter's adjusted results exclude a \$1.925 billion gain related to a reduction in deferred tax liabilities resulting from tax reform and a charge associated with the Duane Arnold Energy Center. In late 2017, the company concluded that it is unlikely that the facility's primary customer will extend the current contract after it expires in 2025. Without a contract extension, the facility would likely close at the end of 2025 despite being licensed to operate until 2034. As a result, during the fourth quarter, Duane Arnold Energy Center's book value and asset retirement obligation were reviewed and an after-tax impairment of \$258 million was recorded, reflecting the company's belief that it is unlikely the project will operate after 2025. NextEra Energy Resources continues to pursue a contract extension that would enable Duane Arnold Energy Center to continue operations.

This theme was verbally reiterated by John Ketchum, CFO and Executive Vice President – Finance, in NextEra Energy's January 26, 2018, fourth-quarter earnings call.

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March 2018

| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|---|-----|--------------------------------------|---|-----|----------------------------------|---|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 Union Meeting Ames 6:30 PM | 8 | 9 | 10 |
| 11 Start of Daylight Savings Time | 12 | 13 | 14 Union Meeting Atlantic 6:30 PM | 15 | 16 Executive Board | 17 St. Patrick's Day Steward's School |
| 18 | 19 | 20 First Day of Spring | 21 Union Meeting Manchester 6:30 PM | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 Union Meeting Grinnell 6:30 PM | 29 | 30 Good Friday | 31 |

April 2018

| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|-------------------------------|-----|----------------------|---|----------------------------------|-----|-----|
| 1 Easter Sunday | 2 | 3 | 4 Union Meeting Spencer 6:30 PM | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 Union Meeting Marshalltown 6:30 PM | 12 | 13 | 14 |
| 15 | 16 | 17 Tax Day | 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 | | | | | |

A Retiree's Message

Before I get to what I was originally going to write, I want to pass along a couple of issues I recently experienced after retiring. I recently retired from Alliant Energy with shy of 44 years of service. When an employee retires, employees are required to give a 90-day notice of intent to retire, and to retire on the first of the month. My understanding is that the 90-days' notice is to insure the employee has a seamless transition into retirement. I retired on the first of the month. On the 31st of the previous month, Alliant sends a notice of termination to Navitus, Alliant's Pharmacy Benefits Manager, listing those employees that retired that month. On the third I called in a prescription refill. Later that day the Pharmacy called stating they had an issue filling my prescription. Guess what, no coverage. I said no problem, I'll just pay cash and straighten everything out later. The Pharmacist says it's kind of expensive Tim, it's \$540.00. Change of plans, let me see what's going on. After several phone calls to Alliant Benefits, BC&BS and Navitus, I had my issue resolved nine days later. Navitus and BC&BS went out of their way to help resolve my problem. Alliant assured me my issue was resolved a week before it actually was. When someone from Alliant tells you something, don't believe them.

Let's stay on the insurance issue. By now, all members are aware that Alliant switched from GETMOR to YSA. Again the short version. After visiting with several other retirees, I realized I hadn't received my YSA card yet. I sent an email to Alliant. Surprisingly they replied within a couple of hours telling me to contact YSA. I Called YSA and was put in contact with someone I couldn't understand. She eventually forwarded my call to someone else. This second representative with YSA stated that they had no record of me at all. After a lengthy conversation she got Alliant Benefits on a conference call. After being on hold for half an hour with Alliant Benefits, we were disconnected. Thinking this is BS, I called the hall. It's now my understanding that all the employees that retired in November of 2017, will not have this issue resolved until February 1st of 2018, a full month. A point I'd like to make. When having any type of insurance issues or for that matter, any issues or dealings with Alliant or anyone else, DOCUMENT who you talk with, date, time and what was discussed. Note to Alliant, when you switch Benefit Companies.... you get what you pay for.....Maybe do a pilot program first and make sure all your ducks are in a row. I realize Alliant has no control over who other companies employ, but you might want to ask if there employees answering phones are at least fluent in English..... It's my understanding Alliant was well aware of the issue, that being the case, Alliant could be proactive and contact those employees involved beforehand.

Upon retirement, employees receive a packet from Royal Recognition and are able to receive a gift for their years of service and contributions to the company's growth and development. This is the same packet employees receive for service anniversary gifts. I'll be the first to say that Alliant has been a great place to work as well as a good provider to me and my family through the years. One Saturday, I had some free time so I got online and priced items in the brochure. Items in this brochure can be bought for \$30.00 to \$125.00. Royal Recognition probably buys items in bulk which means they probably get it a lot cheaper. Using my hourly pay and the hours of sick leave accumulated when I retired, I gave them over \$50,000. Alliant and I evidently have a difference of opinion on what employees should receive for a gift for your years of service. This little trinket or gesture is a total insult. In the future Local 204 needs to negotiate something so members can receive a percentage of their sick leave upon retirement instead of this crap. I visit regularly with several other retirees. The consensus of everyone I visit with is Alliant doesn't value you as an employee, they sure the hell don't value you as a retiree.

Enough on that. The company has had several name changes through the years during my employment. Each and every year you tell yourself that they can't get any worse managing the company, but they show you they can. When I started back in 1974, Superintendents were Electrical Engineers and supervisors came up through the ranks. At the time we had more employees in the bargaining unit than middle management. Somewhere along the line things got skewed. Now you have more people in middle management and less people in the field. I'll be the first to say there are some good managers, but they are few and far between. You have a lot of managers that are totally incompetent at their job. A lot of them ride the shirrtails and or skirts of others. Having a piece of parchment or a degree doesn't make them a good manager, most don't have any common sense at all. I'm all for equal rights and diversity, but the bottom line is the most qualified individual should fill positions, not the ones that can talk the best. Individuals shouldn't be put in a position of authority just to be putting an individual into a non-traditional role just to be giving someone a bonus. Years ago the buzz word was empower, empower the employee to make decisions on his/her own. This was the best of both worlds. Most of the time now, you can't get a manager to answer you let alone to make a decision. Let's empower current employees again.

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Alliant has way too many meetings for its employees. My opinion is more than half of them serve no purpose what so ever. Managers have to set goals for themselves. I believe managers schedule meetings so as to accomplish one of their goals, which in turn helps them get a bonus. Foreman training is another example of a totally worthless meeting. I understand the premise behind the idea that you have different personality traits. You have baby boomers and the Generation X, Y and Z's and everyone in between. It ought to come down to the golden rule, treat everyone the way you want to be treated. I don't care what your generational demographic listing is. If you have a person that is lazy and doesn't want to work, Management needs to deal with it. If you have a person that can't get to work on time, Management needs to deal with it. If you have an employee that has an absentee issue, Management needs to deal with it. If an employee that doesn't like to do what he is told, Management needs to deal with it. I think you all get the jest of what I'm saying, you shouldn't have to bend over backwards for someone that works for you, due to the fact they are a different generational demographic. Bottom line is pretty easy, if you don't want to work, you don't fit in with the IBEW's Code of Excellence that Local 204 has adopted, and you need to go work somewhere else. In the past, after every foreman meeting I attended, they wanted suggestions for next year's meetings. Every year I suggested I wanted to know 1) How to deal with managers that continually violated the contract 2) How to deal with difficult managers 3) How to deal with managers that don't know his/her job. If you're not going to follow up on suggested topics, don't ask. Don't have foreman meetings just to cross off another goal met.

Another thing I see no value in are the performance reviews. Most companies that do performance reviews do so to determine the bonus for its employees. Since we don't get a bonus, what value are they. The big thing is, how can managers do a review on an employee when they have no idea, and I mean **NO IDEA** what the employee does from day to day. Seeing an employee first thing in the morning and at the end of the day is the extent of what a manager knows about an employee. Let's let employees do performance reviews on managers. Performance reviews are ridiculous and a total waste of time. Other than checking another goal off for a manager to get a bonus, what value are they?

During my employment at Alliant I had a workers comp claim. Long story short, I had a torn meniscus which eventually resulted in surgery. I want to pass on my experience with what I learned. When you have a workers comp claim, don't expect to be treated right. I think its standard operating procedure for employees to suffer through countless therapy sessions before scheduling an MRI. End result is prolonging the employee's pain and suffering sometimes resulting in some sort of permanent damage. Bottom line is, if you have a workers comp claim and you believe you are not being treating right or fairly, contact the hall or a workers comp attorney. You can always contact the attorney I used, James Hoffman 319-524-4441 or 800-762-5747. He'll answer any of your questions.

One position that continues to cost Alliant a lot of money is the Field Engineer position. There are some good Field Engineers but there are just as many that still don't get it. When crews continue to redline jobs and installations that still don't meet Electric standards, you'd think someone in management would sit up and take notice. Give some the training they need and if necessary get rid of the ones that can't get it.

Now let's change course and jump to our side of the fence. The International Brotherhood of Electrical Workers, Local 204. For the most part, I don't feel that we are a Brotherhood. A lot of our members think about nothing else but themselves. If I can get something for myself, and not for you, better for me. Attitudes need to change. Members need to start thinking of others and those in different classifications. Run for office if you have the right intentions. If you're just trying to get out of work for the day, don't waste yours or the Local's time. Members need to start attending Union meetings and get involved.

Happy in Retirement

Tim Boyle



As has been the tradition for decades, Dubuque area IBEW Local 204 members and their families volunteer their time on a cold Saturday in December to ring the bells and help raise funds for the Salvation Army at Christmas time to benefit those less fortunate.



Top Left:
ULCS member Caryn Cox & husband Andy

Bottom Left:
Alliant Energy members Tim "Gunny" Petitgout & Corey Birkel

Bottom Right:
Business Manager Dave George & wife, ULCS member Cindy



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In the fourth-quarter earnings call, Mr. Ketchum stated, ***“For Duane Arnold, in the latter part of 2017, we concluded that it is unlikely that the facility's primary customer will extend the current contract after it expires in 2025. Without a contract extension, we will likely close the facility at the end of 2025 despite being licensed to operate until 2034. As a result, during the fourth quarter, Duane Arnold's book value and asset retirement obligation were reviewed, and an after-tax impairment of \$258 million was recorded that reflects our belief it is unlikely the project will operate after 2025. That being said, we will continue to pursue a contract extension that would enable Duane Arnold to continue operations. Duane Arnold's contribution to Energy Resources net income has been and is expected to be negligible over the next several years.”***

While NextEra’s written statements and spoken words use the verbiage *“unlikely”* when referring to Alliant Energy’s renewal of the PPA, and *“likely close”* and *“unlikely ... operate after 2025”* when referring to DAEC, it is easy to see how a person could conclude that DAEC was going to close in 2025, even though NextEra never said that these things were definitely going to happen.

The Merriam-Webster Dictionary’s definition of *“likely”* is *having a high probability of occurring or being true; very probable.*

It is the hope of IBEW Local 204, its members and all of Iowa, that NextEra Energy follows through with their commitment, and will vigorously ***“pursue a contract extension that would enable Duane Arnold to continue operations”***.

The leadership of Local 204 will be meeting with NextEra management on February 5, 2018, to discuss the future of DAEC among other important issues.

2018 LOCAL 204 STEWARDS' SCHOOL

This year's Stewards' School will be held on Saturday, March 17, 2018, 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 16th at the Kirkwood Hotel, where beverages and appetizers will be served.

The Stewards' School 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 February 23rd for members that will need a room, and by March 9th for all others.**

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



Alliant Energy Floor Operator, Ismael "Mike" Martinez receives his gold retirement watch from Business Manager Dave George, during a retirement get together at the Prairie Creek Power Plant.



Business Manager Dave George presents a gold watch to CIPCO Line Foreman, Dave Leiser as recognition for his 25 years of continuous membership in IBEW Local 204.

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2018 IBEW LOCAL 204 SCHOLARSHIP

Each year IBEW Local 204 sponsors two \$1000 college scholarships for graduating high school seniors who are dependents of any IBEW Local 204 member.

To be eligible, the student must follow the official rules of the Scholarship Program, fill out the official application (**due April 1, 2018**) and write a 250 to 300 word essay. This year's topic is:

“How has House File 291 from the Iowa 2017 Legislative session affected Public Sector workers?”

Members may obtain official scholarship information and applications at your Local 204 Union meeting, by calling the Local 204 business office at: 1-800-397-4239 or 319-366-3434 locally, or at www.IBEW204.com.