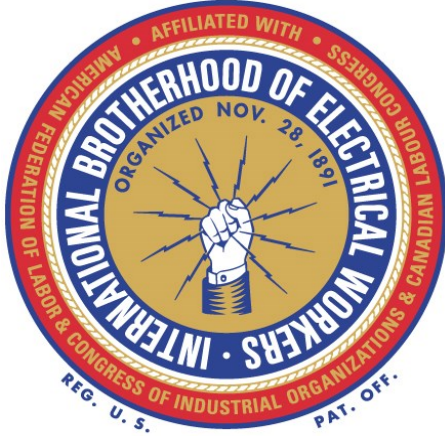


TAILGATING

September 2018

Is Published frequently by IBEW Local 204

Volume 38 Issue 5



IBEW LOCAL 204
www.ibew204.com

New Stewards School

From The Business Manager

On October 1st and 2nd eight IBEW Local 204 members attended the New Stewards School offered through the University of Iowa Labor Center in Iowa City. I was one of those members. I have come to find through the workshops, seminars, and classes that I have taken or sat in since coming into office, that you really have to take the information given and relate it to what you do. I have been involved in a few grievance meetings since coming into office, so I thought I had a clue and there probably wouldn't be much for me to relate to, but I went any way. I was wrong. The class taught me how to conduct the investigation part of a grievance and laid out what should be done throughout the grievance process. The class also showed us how to be good Union representatives and what it means to be a Steward as well as the responsibilities that come with being a

front line representative of the Union.

Being a Union steward isn't just a title. As a steward you have many responsibilities and one of those main responsibilities are being the communicator between the Union leadership and the members. If a member has an issue, they need to be comfortable with their steward, that they can take the issue to them first, and that steward has to be competent enough to be able to handle the issue. If that issue leads to a grievance then the steward needs to be able to conduct investigations and do the fact finding. With that being said, the steward has to understand that it's easier to get information and conduct interviews with company personnel with a calm and collected demeanor. Every confrontation with management doesn't have to be a fight, and when someone constantly picks a fight it is negatively reflected on our Union.

Regardless if you are a Steward or not, keep the lines of communication open, and if you have an issue please don't hesitate to call the Union hall. We have great Union members and Stewards and the group that attended the New Stewards School was no exception. IBEW Local 204 was represented well and I was proud to call those guys my brothers.

If you or any other members see a class that we put out that they want to attend please call the hall right away to see if there is a spot open. The E-Board approves what to send members to and how many members. Just because this was a New Stewards School doesn't mean you have to be a steward to attend. We are building a better Union through educating our members.

In Solidarity,
Dustin Stumma

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November 2018

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4 <i>End of Daylight Savings Time</i>	5	6	7 Union Meeting Spencer 6:30 PM	8	9	10
11 <i>Veteran's Day</i>	12	13	14 Union Meeting Centerville 3:45 PM	15	16	17
18	19	20	21 Executive Board	22 <i>Thanksgiving Day</i>	23 <i>Thanksgiving Holiday</i>	24
25	26	27	28 Union Meeting Iowa Falls 6:30 PM	29	30	

GOP's record is anti-worker

So, the Republican Party in Iowa is hanging its hat on trying to convince working people that Fred Hubbell is anti-worker? Well that is rich, considering the fact that the Republican Party in Iowa has done everything it can in the past two sessions to hurt working families.

They voted to lower minimum wage by taking away the ability of local governments to raise or change the minimum wage. Keep in mind, many communities had already raised the minimum wage. Thus, when this bill passed, was signed by the Governor and became law the minimum wage was effectively lowered for an estimated 85,000 Iowa workers.

They voted to dismantle Chapter 20 in the state. By doing so they stripped public sector workers of many bargaining rights and built into this horrible law requirements for recertification votes every contract and eliminated the ability of workers to pay dues through their paychecks. This was all clearly an attempt to achieve what the Republican platform called for and that read "we support legislation that eliminates all public-sector unions." They dismantled workers compensation laws that protected workers who are hurt on the job by lowering benefits. They passed a bill that increased the amount the employee must earn to eight times the weekly benefit to be covered for a second year of unemployment. They also pushed a bill that would make just about any termination outside of layoff a reason to disqualify workers for unemployment benefits.

They have eliminated project labor agreements (PLAs) that assured local workers would be used on public construction projects. PLAs were a way to assure that local tax dollars being spent stayed in the state, but no more.

They passed a bill that bypassed federal Made in America laws that required US steel and manufacturing to be used if federal funds are used on a project. This bill also allows local government to bypass Davis-Bacon Act prevailing wage requirements when awarding construction projects.

They passed a bill that made it much harder for families to sue a responsible party if they or a family member has suffered due to asbestos exposure.

They have ignored the vast misclassification of workers so that companies can avoid paying payroll taxes. They have ignored wage theft by denying any debate on the issue. The list goes on and on, but please tell me, Iowa Republican Party, how gubernatorial candidate Fred Hubbell is anti-worker.

Fred Hubbell has received endorsements from almost every pro-worker group in the state. These organizations have a vetting process before endorsement for any candidate is made to assure they will support working families.

So, let the false accusations and mudslinging flow on the radio and TV if you must but, know that working people in Iowa care about facts and are seeking the facts. Perhaps it is time to change your campaign tactics by letting Iowans know what exactly it is your party is running on instead of throwing mud.

You can do better - we deserve better.

Rick Moyle ,Hawkeye Area Labor Council AFL-CIO

Submitted by Randy Drummer with approval from Rick Moyle

Messages From The Executive Board

Change

If you work under one of the 17 contracts covered by Local 204, you surely by now have become a participant of change. While some change is good, some changes are bad, but change for the sake of needless change is usually never good. But one thing is for sure, things are always changing. We recently have had a “Changing of the guard” so to speak with in our local. Dustin Stumma is now our Business Agent and Financial Secretary, along with Ron Garrett as an Assistant BA, a name I am sure many of you are familiar with. Dustin graciously asked Ron for help and pulled him off the bench of retirement so to speak. Also Jon Van Zante was asked to come aboard to fill the other Assistant’s position.

Now I’ve heard many a member complain either one way or the other, but one thing is for certain, the Democratic process was followed and as a friend of mine quoted “The tribe has spoken.” As we live in a free country you have the right to complain to high heaven if you choose or rejoice from the highest mountain top. Either way change has taken place and I feel we need to move on with business for the betterment of our local. Now I don’t think I would be much of an E-Board member if I did anything other than give our new leadership full support and helpful guidance when I can.

As many have already guessed, Mr. Stumma has quite an undertaking in front of him. If you think back to any job you started it takes time to get acclimated to the task at hand. But with helpful steering and guidance, and a lot of educating, drive and desire a person can achieve a lot. I wish him the best of luck and you should too. Now onto another important change. A change you, I and everyone around you can collectively bring about. We need to in my opinion, change our current messed up political situation. The current leaders of our arena are not friends of Labor and are not doing us any favors. If we keep our heads in the sand, we soon will be going down the same path that the public sector workers are experiencing.

Continued on page 6



Congratulations to
Gary Henry on receiving his 25 year watch!

**THE DIFFERENCE BETWEEN IBEW
A – MEMBERSHIPS AND BA – MEMBERSHIPS ARE:**

A MEMBERSHIP:

Is currently one percent (1%) of gross basic wages based on 173.33 hours per month, for the Locals portion of dues, and the International (IBEW) per cap portion is \$37.00 per month.

A membership includes Pension Benefit Fund (PBF) Article XI in the IBEW Constitution pages 27 – 36, which also includes a death benefit prior to and after retirement if the member qualifies.

BA MEMBERSHIP:

Is currently one percent (1%) of gross basic wages based on 173.33 hours per month, for the Locals portion of dues, and the International (IBEW) per cap portion is \$19.00 per month.

Local 204 portion is recalculated every time a new general wage increase goes in to affect.

The International (IBEW) per cap portion raises must be brought to the floor in the form of an amendment to the constitution for both A & BA members, the whole body of delegates must vote on the BA per cap increases. Only A member delegates present can vote on A member increases. .

Per Cap increases are featured in the ready reference pages vi and vii of the International Constitution for the years 2017 through 2020. In 2021 the next International Convention will be held.

If you travel your ticket/card into a hiring hall such as Local 55 or an inside Local such as 405 or 347 you will have to have an A Card.

Continued from page 4: Look what our current leaders have done to worker compensation laws. Our education system is underfunded both here in Iowa and nationally. Our wonderful former Governor got his public sector workers, privatized mental health and Medicare wish instated before he bailed to China. (P.S. Good luck with Trump's Tariff deal Terry!) Privatized control of Medicare is a money losing pit that continues to spiral out of control. According to the Iowa department of Health projections for the 700,000 Iowan's Medicaid per member cost will spike 6.56% this year and another 11% in 2019. This news comes on the heels of an agreement last month to boost payments to private firms managing the health care insurance program an astonishing \$103 million. The list goes on and on. Now is the time to do something about it. Get informed and get to the polls. Remember, you possess the power of change. Vote your job, your livelihood, and your future!!!

Thank you
Jeff Denz E-Board Member Local 204

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