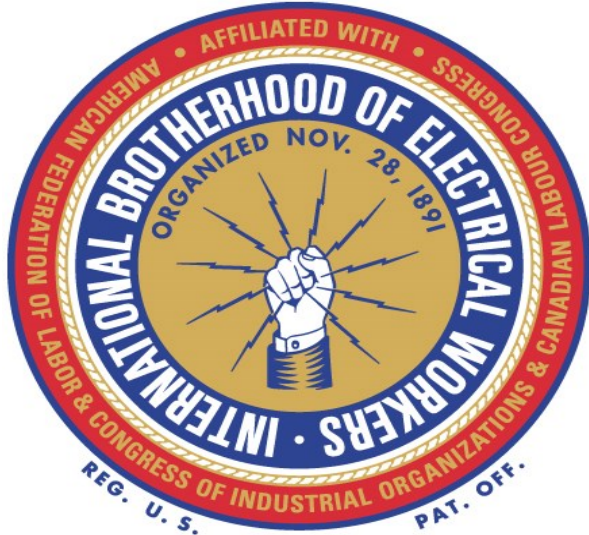


TAILGATING

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Happy Holidays

Congratulations to three of our public sector groups, Linn County Assistant Attorneys, Linn County Sheriff's Sergeants, and Cedar County Sheriff's Deputies on their recertification vote in October.

The votes for all three groups was by an overwhelming margin to stay represented by IBEW Local 204. Due to changes made to Chapter 20 by Republican representatives in 2017, among other things, if prompted by the employer, public sector groups are required to vote to recertify before negotiating a new contract. All three groups will be negotiation new contracts in December and January.

Protect Our Work

I know we have talked about it before, but it has been brought to our attention that we still have non-bargaining unit employees doing bargaining unit work. With positions being eliminated and positions not being backfilled, we need to be more diligent about protecting our work. We cannot continue to let the companies you work for get away with not following contract language.

Recently we had an issue with a non-bargaining unit employee hauling and delivering material out to a crew. This is against the contract and should not take place. Are we just as guilty as the Company for letting this happen? Absolutely. That is why we thought we would start having conversations with members while out on crew visits and at Union meetings. What we heard was alarming. Apparently this is happening far more than we know and we have a lot of members that don't see an issue with it. The issue with letting this practice take place is this; At what point does the Company take advantage of this, ask our language to be changed, and then make those non-bargaining unit employees part of the crew as a qualified person? We don't want it to get to that point, so we need to emphasize the importance of following the contract language and police each other to ensure we curb this practice. By doing so we are protecting our jobs and our work.

Please do your part and speak up. If you see a non-bargaining unit employee doing bargaining unit work, let management know. If you don't want to let management know, then talk to a steward or call one of us here at the hall. Let us be the voice and address the issue. If you are the one who thinks there's no harm, no foul by allowing this to take place, think again. Don't think your job is protected and nothing can happen to you. We need to follow our contracts and protect our work.

From Your E-Board

As 2019 brings the year to a close, I believe it's important to share what's been going on behind the scenes. Your union has had a lot of challenges and fights with many of our companies this past year. We've had a lot of hard conversations and changes that have effected many of our members' lives. Our E-board and administration staff have spent many hours helping to improve and fix many issues for our membership.

Many of these hours can be attributed to the changes and decisions that have trickled down throughout the Alliant Energy contract. I believe everyone can agree, many of these "pinch points" are a direct result from the AIC team. The viewpoint from the labor side this past year has seen the cross hairs specifically directed toward our members. We've lost most of the meter reading group and now the distribution center group. Alliant Energy's poor decisions are being made hastily and purely from a short-term cost perspective and with very little thought when it comes to the adverse effects. They've given a large sum of money to a third party to find cost savings when our people have been telling them the issues for years. It's truly sad the amount of hours and money spent fighting with the poor management from Alliant Energy.

I believe it is imperative the public and the utility board know the effects of the decisions being made will have on safety and reliability for both gas and electric services. That being said, savings to the customers won't come from reduced bonuses for the company employees and obscene bonus for the executives. The policy of fewer field personnel has now gotten to the point that it's dangerous and overwhelming for our workforce. The mass exodus of line workers should make the company think they have a major problem. I feel that our workers are at the point where today it's the electric workers leaving, tomorrow it may be our generation departments, our gas crews and/or the wind departments leaving in large numbers. Alliant once was "the place" to be, but has rapidly deteriorated in the past few years masking it in the "changing with our industry" catch all phrase.

The company's latest cost saving changes to the on-call situation and joining call lists is just asking the workforce to do more with less. They've done a good job making our members think you no longer have to take call by telling us, "We will just hit the list." This is nothing more than a wolf in sheep's clothes. This is just the start of making a firm definition of what a reasonable amount of overtime is, and the punishment that follows for not meeting it. In addition, how do you justify larger callout territories thus extending response times after raising customer rates?

All of us have voiced our concerns and issues and most have fallen on deaf ears. It's time to say enough is enough. It's time to take care of the employees, fix the dwindling benefits, and pay the full family medical costs, period. They treat the contractors working the same property better than their own loyal workforce. I hope this message will be shared with our members and, with plenty of prep-time, this should be a great eye opener to Alliant Energy and the management team. We have had enough.

The director level has worked with union leadership to sit down with several chief stewards to help address and curtail some issues. I'm cautiously optimistic that sharing some of real life field experiences may help to change some of the thoughts and plans in place. As most seasoned employees already know, the track record on this approach isn't the best.

Please take time and review your finances in preparation of September. With the current demographics with other unions pulling together and holding steady, we can also make things change for the better. Take time to be your brother's keeper and help build our people up. Make sure and stick up for what's right and what those before us have fought so hard for.

In Solidarity,

Senica Fisher - E-Board At-Large

Alliant Energy Message

I'd like to take a few minutes to remind our Alliant IES members of a couple of things, and this also applies to the IPC group as well. The first being our contracts have specific language for work hours and schedules. **Members CAN NOT flex hours and days on their own!** There are some exceptions. Members work eight hours between the hours of 7:00 AM and 3:30 PM with one half hour for lunch. Lunch is to be taken on the job site between the hours of 11:30 AM and 12:00 Noon. This constitutes a regular work day for non-shift workers unless "Mutually Agreed Upon". Starting and quitting time shall both begin and end at headquarters. Five days beginning Monday morning and ending Friday evening shall constitute a regular work week. Again, there are several exceptions to the rules. If wanting specifics, please check the current contract book, but I want to reiterate **members CAN NOT flex hours and days on their own, it must be mutually agreed upon with Management and Local 204.** If you and your manager agree to adjust your work day or work week per the contract, we ask that you let us know. Often, we are not made aware of a member and manager mutually agreeing to shift the schedule or week. If we don't know about it, and an issue comes up, it makes it very difficult to answer questions and do our job representing our members.

If a member works more than eight hours a day, said member shall be paid a rate of time and fifty-five one hundredths (1.55). **Local 204 DOES NOT COMP TIME.** Bottom line is, any work completed or done outside your regular work hours is compensated with OT pay, not time to be taken off at a later date or time. If you are aware of members comping time, please contact the hall. Members cutting deals specifically for themselves create problems when trying to negotiate contracts. We all know the Company would rather have you comp your time and not pay overtime to save money. We feel that is another ploy to target the guaranteed 40-hour work week.

The last thing I want to bring up is, Alliant Managers or other company personnel **DO NOT** appoint bargaining unit members to committees. Bargaining unit members are appointed to committees by Local 204's President and Business Manager. If you have been asked or are currently sitting on a committee and you haven't been appointed by the Local, please notify a Steward, Executive Board Member or notify the Local with your name, location, classification and what committee you are sitting on. Local 204 wants to be aware of what members are sitting on committees. This applies to all committees that may be formed.

Dustin Stumma

January 2020

Sun	Mon	Tue	Wed	Thu	Fri	Sat
Times to be posted prior to meetings. Meetings are subject to be changed and added per business needs and availability.			1 New Year's Day	2	3	4
5	6	7	8 Union Meeting Cedar Rapids	9	10	11
12	13	14	15 Union Meeting Osceola	16	17	18
19	20 Martin Luther King Jr. Day	21	22 Union Meeting DAEC	23 Executive Board	24	25
26	27	28	29	30	31	

**2020 LOCAL 204
MEMBER EDUCATION & STEWARDS
TRAINING CONFERENCE**

This year's Member Education & Stewards Training Conference will be held on Saturday, March 21st, 2020 at the Longbranch Hotel and Convention Center in Cedar Rapids. The class is **OPEN TO ALL** IBEW Local 204 Stewards and members, however space is limited.

Interested participants **MUST** make reservations to the Local 204 office at (800) 397-IBEW or (319) 366-3434.

If you have questions, please contact the Local 204 office.

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Negotiations Updates

2019: DSO West (formerly named DDC) contract ratified in October, Prairie Energy contract ratified in November. Linn County Sheriff Sergeants, Linn County Assistant Attorneys, and Cedar County Deputy Sheriff negotiations all to begin in December.

2020: ULCS, Windstream, Black Hills Energy, Alliant IES (Large Group).