

# TAILGATING

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## It's Time To Speak Up

As many of you have heard, Alliant Energy has put a committee together and paired them with a hired outside firm to review how the Company does business and find ways to streamline processes to save money. We would be naïve to think this isn't a direct attack on the bargaining unit and more importantly a way to reduce the workforce on the bargaining unit side. The company will deny this through and through, and they will also point out that the committee and outside firm are looking at all aspects of the company, not just the bargaining unit.

One thing the Company is doing is crew visits. Usually this consist of a two person team, one form the Company and one form the outside firm, and they come around to observe what a typical job or day is for crews. They might even come out first thing in the morning and observe how the crews prepare for the day, or even what a typical end of the day looks like. We need to make sure we are putting our best foot forward and we also need to make sure we are being professional. We need to make sure we are being critical of the inefficiencies on the Company side that creates setbacks for Foreman, crews and all workers. Be honest, be professional, be courteous and by all means be critical of areas you know the company can improve. We all know of ways we could be more efficient in our work and truly give them an honest 8 hours work for 8 hours of pay. If they ask why it takes so long to get out the door, explain to them that management requires you to do a thorough pre-trip inspection of the truck and a boom inspection or you will face discipline. Explain that you need to check first aid kits, fire extinguishers and stock the trucks from the jobs the day before. All of these requirements is what prohibits our crews from actually getting as much work done as possible. I'm not saying that these inspections are unnecessary or not important, but when a manager asks why it takes so long to get out the door and get work done they need to understand it's because of what they require. How many times has a crew needed a specialty piece of equipment like a thaw dog, tugger, mini excavator, backyard unit or skid loader and had to wait or put a job on hold because there isn't one available? How many trucks are running down the road that are well over the ten year mark and end up in the shop more days than they are out in the field? How many dumpsters are full of material that could be used for the next job, but we can't use it because they came out with an engineering bulletin stating they are going to a different brand or manufacturer? A lot of these added costs and inefficiencies are company driven.

From what I have gathered this committee and outside firm will be looking at all aspects of the Company over the next year or longer. If they come your way please remember to be honest and professional, and by all means make sure they know where they can improve. We need to make sure this committee and the firm the Company hired understands that there are countless ways to improve and become more efficient on the company side. We understand why we need to be more efficient and understand the need to keep costs down in order to keep our members working. We just need to get our message across when someone is willing to listen.

## We Need Your Information

If you have been to a Unit meeting recently you will have heard us sound like a broken record when it comes to the contact information of our members. We simply don't have enough. We don't have valid phone numbers for most of our members. We don't have hardly any personal email addresses. Our member's employers frown upon using company email for Union business. Most employers frown on our members using their company phones and numbers to conduct Union business. We are in dire need of updating our database of member information and need your help doing so.

One thing we are working on is updating our website even more to be able to utilize it more as a tool. We would like to be able to create a login section where each member can register then log in to view information, bulletins, announcements and contract information specific to them. Along with that plan is the possibility of developing an app to better communicate and keep in touch with our members. We would like to have the possibility of group and mass texts and emails. We see opportunity to get information out to our stewards in a much timelier manner. When we have a burning issue on a specific contract we would like to send out a mass message either via text or email to the group as a whole under that contract.

One issue we heard from the majority of the membership when we came into office is no one ever knew what was going on. Not only on their specific contract or across the company they work for, but across the membership. Brothers and sisters of IBEW Local 204 want to know what's affecting their fellow brothers and sister, good or bad. In order to stand united we need be informed first hand. We took the advice from a member at the Cedar Rapids Unit meeting and have created a separate email address solely for the purpose of gathering contact information. That email address is:

[local204info@gmail.com](mailto:local204info@gmail.com)

We ask that each of you please send an email to that email address with the following information:

**Name**  
**Address**  
**Personal Cell Phone Number**  
**Personal Email Address**

By doing this you are helping connect the membership across the State and help stay informed and connected as we build a stronger IBEW Local 204.

Thank you for your cooperation,

*Dustin Stumma*

**Reminder: If you move please call the hall and update your address.**

**Your information will not be shared!**

# **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 members.

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.

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.

Due to a large turnout we will be utilizing a second hotel for those staying overnight.

# 2019 IBEW Local 204 Picnic May 4<sup>th</sup>, 2019

Time 11:00AM to 4:00PM

All current IBEW members, retiree's and their families are invited

Lunch served at Noon

Pleasant Creek State Recreation Area  
4530 McClintock Road  
Palo, IA 52324

Pleasant Creek State Recreation Area is a premier outdoor recreation venue of Linn County. This recreation area is home to a 410 acre lake, 1,517 acres of public hunting grounds, a swimming beach, campgrounds, and twelve miles of multi-use trails. Playground · Swimming · Kayaking · Hunting · Hiking · Fishing · Biking

**Sites:** 71 RV · 71 Tent · 1 Group Site · 57 Electric Only · 14 No Hookup · 43 30 Amps · Pull Thru · 4 Cabins / Cottages

**Policies:** All Ages · Pets Welcome

**Directions:** From Interstate 380, take the Center Point Exit 35. Go southwest on Highway W36 also called Lewis Bottoms Rd. for five miles to McClintock Rd Turn right/west onto McClintock Rd, drive for one half mile on McClintock Rd and into the parks main entrance.

#### **Facilities**

Dump station  
Hot showers  
Restroom

We will be serving pulled pork, brats, hamburgers and hot dogs. There will also be sides and desserts along with plenty of beverages.



Reservations now being taken 319-366-3434

# March 2019

Sun

Mon

Tue

Wed

Thu

Fri

Sat

|   |           |           |   |           |   |  |
|---|-----------|-----------|---|-----------|---|--|
|   |           |           |   |           | <i>1</i>                                | <i>2</i>   |
| <i>3</i>  | <i>4</i>  | <i>5</i>  | <i>6</i><br><b>Unit Meeting<br/>Ames</b>      | <i>7</i>  | <i>8</i>                                | <i>9</i>   |
| <i>10</i><br><b>Start of Daylight<br/>Saving Time</b> | <i>11</i> | <i>12</i> | <i>13</i><br><b>Unit Meeting<br/>Atlantic</b> | <i>14</i> | <i>15</i>                               | <i>16</i>  |
| <i>17</i><br><b>St. Patrick's<br/>Day</b>             | <i>18</i> | <i>19</i> | <i>20</i><br><b>Unit Meeting<br/>Oelwein</b>  | <i>21</i> | <i>22</i><br><b>Executive<br/>Board</b> | <i>23</i><br><b>Member<br/>Education and<br/>Stewards<br/>Training</b> |
| <i>24</i>   | <i>25</i> | <i>26</i> | <i>27</i><br><b>Unit Meeting<br/>Grinnell</b> | <i>28</i> | <i>29</i>                               | <i>30</i>  |
| <i>31</i>   |           |           |   |           |   |  |

## Financial Advice: Do Your Homework

On occasion we receive a phone call from a member wanting to know if we recommend or endorse a financial advisor. The short answer is “no”. We would like to make sure our members are aware that IBEW Local 204 does not endorse or recommend financial advisors. If you would like the name of a financial advisor we could give you a name, but in no way do we recommend that you seek financial advice from that person only. If you are looking for financial advice do your homework ahead of time. Search reputable advisors in your area. Call advisors and set up a time to meet in person or talk on the phone. Make sure to contact numerous advisors, three, four, five or more. Make them work against each other. When you hone in on an advisor you feel comfortable with ask them for references and make sure to call the references.

IBEW Local 204 is working with IBEW Local 965 in Wisconsin to find advisors in the area that are members of IBEW Local 965 through Union Financial. They are Union members working for Union members. In the future we hope to be able to utilize their services to educate our young members. If a member would like their contact information to get a second, third, fourth or fifth opinion we would be more than happy to share that. It would be financial advice from Union members to Union members.

# TAILGATING

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