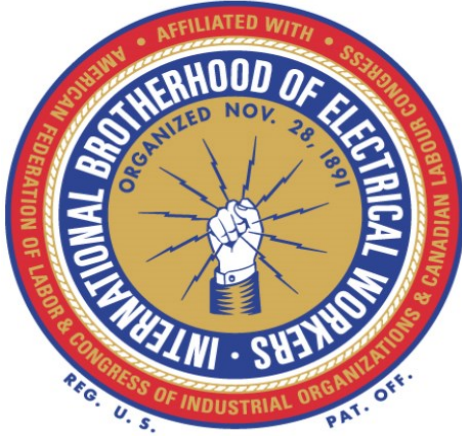


TAILGATING

January 2019

Is Published frequently by IBEW Local 204

Volume 41 issue 1



IBEW LOCAL 204
www.ibew204.com

AN OPINION FROM A 26 YEAR UNION LINEMAN

I have been in the trade long enough, both on the Utility side and Contractor side to realize how things are viewed as it relates to our jobs/ work responsibilities.

Below are my opinions to how we as Union members should view our skilled positions & the work we do on a daily basis:

- An honest day's work = honest day's pay.
- If company makes money, they are more likely to give us a raise or what we (UNION) are asking for.
- Just because I am in the union does not guarantee me a job.

-Don't expect anything more from the company than what was negotiated in your contract. (Hourly wage plus benefit package)

-Don't complain about what someone else is getting. If you can't beat them, join them. The grass is "always" greener on the other side of the fence. And we all know why.

-Don't express bad opinions about the company, this is YOUR opinion & this type of attitude just gives everybody a bad attitude that could carry over into our work.

-If you have a conflict with a superior or someone else, be an adult and talk to them 1st. If you can't resolve it there, then involve the hall.

-Respect the public. With social media so involved these days, there are a lot of eyes watching. Do the right thing.

-It is our responsibility to make sure that when people think UNION, it's not for the wrong reasons; we don't want the Company or the public to view us as highly paid/ low production.

-Treat others how you would want to be treated.

-Do quality work, as safe and efficient as you can. Would the company re-hire you knowing how you work/act?

-Don't use the union or safety rules to get out of work. If it is safe to do the job, do it, don't give excuses why you shouldn't do it. Sometimes it doesn't always make sense to us, but it may make sense to the company.

In Solidarity
Pat Flannery

Another year in the books 2018

2018 was a full year of new challenges and issues. This year our membership chose a new Business Manager Dustin Stumma who in turn chose new assistants, Ron Garrett and Jon Van Zante. Robin Kruger stayed on staff. They have all been doing a tremendous job dealing with negotiations, contract issues and DAEC starting the decommissioning process. They have also been busy getting out into the field whenever possible to just meet and get to know as many of our members.

I would like to give a big shout out and thanks to Dave George, Matt Fischer and Rob Pitcher for their time and dedication to our local, it is greatly appreciated!

We were dealt some challenges in Marshalltown by the tornado, but we were able to get the lights back on and the gas flowing. We also were still able to get the Union Picnic rescheduled due to the tornado and had a good turn out for it. I would like to send a big thank you to Jesse Ryan, Kevin Knutson, Terry Timmons, Truman Novak, Tyler Norgart for all their help in hosting the picnic and everyone that was able to attend. It was a great time and I was honored to be able to host it.

This past year we have unfortunately had more members leaving the utility companies and taking employment with the contract companies. This is a direct result of contracts that have continually taken away year after year. When wages are similar and in most cases better at the contractors. Healthcare little to no cost and 15% up to 27% of gross wages put into retirement funds just what is the attraction to stay at the utility company?

Hopefully at some point the company will realize this before it is too late, because as we in the field see it you are now at the beginning stage that Mid American Energy was 5-7 years ago losing employees and becoming just a training ground. Retaining our younger employee is essential for the future of OUR company and it is OUR company we are all shareholders! Changing times and the changing job market have made it so much easier for workforces to move around. This is not a good thing in our line of work, you need a great mix of older with the younger in order to operate safely and efficiently. Soon having someone with 30 to 40 years of knowledge and experience to pass on to the next generation will not be possible.

In Solidarity
Doug Kott
Area One

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.

Marshalltown Tornado

As a local 204 member I would like to give some insight and first hand observations on what I seen and experienced during Alliant Energy's largest ever gas outage roughly 5200 customers and storm recovery that the line crew's dealt with. The first week was truly amazing considering the manpower and customers involved. Everyone and I mean everyone did an outstanding job with their efforts to keep moving forward and staying safe while doing it.

One thing that did stand out as I worked this entire storm recovery and I felt obligated that I needed to comment on, is that I and quite a few other 204 members were very disappointed by a few, and let me emphasize a few of our members that did NOT put forth a very good effort into working this crisis. One thing that I think needs to be made clear is that the "Check" should not be the #1 driving factor in working situations like these, it should be, "I am helping someone out that is in need, and I take pride in the fact that I am there when disasters hit." The IBEW has a strong track record of answering the call when disasters hit and we don't need a few bad apples to ruin the positive image we have during these events.

The second week of work after the tornado hit, was in a lot of people's opinion, extremely challenging and frustrating and quite possibly more so than the first week. It is extremely taxing on the local crews and Ops centers during these storms. I applaud them all on their ability to stay focused and work safe, it truly is a thing of beauty to see that much work in those conditions getting done without incidents.

Thanks to all who came from out of town, Alliant and contractors alike. It was inspiring to see the amount of people willing to put their lives on hold in order to get the lights back on and the gas flowing. Thanks to the crews from Mid American Energy that came and assisted as well on the gas side. I would also like to send a big thank you to the meter reading department for keeping the refreshments cold and the food flowing. I find myself and I know others are as well asking who is going to step up and do these little odds and ends duties that we have counted on all these years when the meter readers are gone?

In closing I would like to thank everyone involved and that includes those areas that had to pick up the slack from losing crews that come to assist in these storms. Thanks to everyone for working hard and working safe!

Anonymous 204 member

February 2019

Sun

Mon

Tue

Wed

Thu

Fri

Sat

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2 Groundhog Day
3	4	5	6 Unit Meeting Mason City 6:30PM	7	8	9
10	11	12	13 Unit Meeting Ottumwa Generating 3:30PM	14 Valentine's Day	15	16
17	18 President's Day	19	20 Unit Meeting Dubuque 6:30PM	21 Executive Board	22	23
24	25	26	27	28		

AMU Contract Vote

On Thursday December 27th AMU ratified their new contract. Local 204 was able to get a 5 year contract with wage increases of 2.8%, 2.9%, 3.0%, 3.0%, and 3.0%. Local 204 would like to thank AMU employee Gary Plagmann for his assistance in negotiating. Ballot results as follows.

- 11 members eligible to vote
- 7 ballots received
- 7 yea
- 0 nay

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