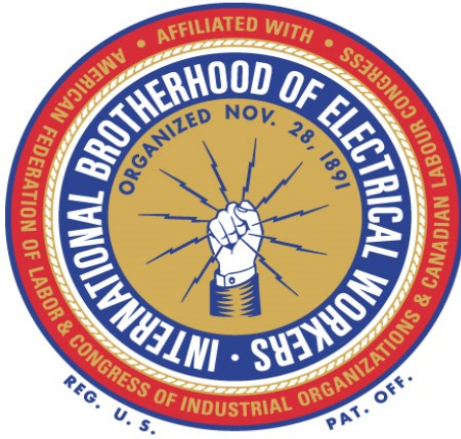


TAILGATING

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Union Involvement

We would like to take a minute to thank all of our members for stepping up these last few months. We have noticed a serious increase in attendance at a number of our Unit meetings. Not only is the attendance increasing but the participation is as well. We are getting great feedback and great ideas as far as our contracts go. While there is only 3 agents and an office manager in the office we rely heavily on you the members to help us out with contract ideas. So please keep up the great work, the more involved the members are the stronger the Union is! Another great example of the participation is the large increase in attendance for this years New Member Training and Stewards school. We had 62 people attend it is great to see those kinds of numbers wanting to get involved!!!

A Message From A Retiree

I'm retired and recently met up with some current Alliant employees. One of them made mention that Alliant was creating a committee in which to cut costs and save money. It shouldn't bother me since I'm retired but I'm going to throw in my two cents anyway. Let me start off with a disclaimer : The views expressed herein are mine and do not represent the opinions of the Business Manager, Assistant Business Managers, Executive Board and Officers Of Local 204. In this article when I'm discussing NON BARGAINING employees that can entail several different positions such as DIRECTOR, MANAGER, and FIELD ENGINEER and so on. Next, I'll be the first to state that not all DIRECTORS, MANAGERS, FIELD ENGINEERS and other NON BARGAINING UNIT EMPLOYEES are bad. I am fully aware that there are some EXCELLENT, GOOD and AVERAGE ones. Let me repeat that one more time, there are DIRECTORS/MANAGERS and other non-bargaining unit employees doing excellent, good and average work.

In the past, it seems cutting costs always involved bargaining unit employees doing more with less people. If you look around, there are more electrical contractors on property than there are bargaining unit employees. On the other hand, it seems as if DIRECTORS/MANAGERS do less for more. These folks set goals for the year which ultimately could get them a bonus. BARGAINING unit employees do the work, which in turn makes his or her DIRECTOR/MANAGER look good resulting in his/her DIRECTOR/MANAGER getting compensated with a bonus. It seems to me if Alliant wants to save money they might be better off contracting DIRECTORS/MANAGERS and middle management positions.

Years ago, the buzz word was EMPOWER the employees. The culture or attitude of some MANAGERS at some locations/departments is not wanting to make a decision. Some and I repeat some MANAGERS can't, don't or won't make a decision. You can almost see the fear in their eyes. It's don't ask me, if it's wrong, it could be career ending. Some DIRECTORS/MANAGERS and other non-bargaining unit employees DO NOT have the companies or employees best interest at heart. They seek the path of least resistance. Out of sight out of mind. Time waiting for someone to make a decision is lost production time. MANAGERS are hired to Manage. START DOING IT. Some individuals want positions of power as well as the money but don't want the responsibilities that go along with it. MISMANAGEMENT costs this company a lot of money. Let me state it again, there are excellent, good and average individuals in MANAGEMENT positions but there are a lot of bad ones as well.

I would think that if a DIRECTOR/MANAGER or anyone else for that matter has a suggestion or an idea to save money they would have done so already. It appears to me that if we're creating a committee by shuffling employees around to fill this committee, we may have an excess number of people in management. That being the case, Alliant may have more non-essential employees.

Cut down on some of the meetings. I realize safety meetings and some other meetings are needed but a large percentage of them don't amount to anything. Time in useless meetings results in less production time. Same goes for conference calls, some don't amount to anything. Meetings for some MANAGERS are filler time and are about the only thing they can manage without messing up. Again, worthless calls, lost production time.

I was originally going to say do away with the FOREMAN TRAINING. I myself thought this training was absolutely worthless. Foreman Training is essentially trying to take some of the responsibility from Managers and throw it at the Foreman. The company asks for Foreman's input, yet when items are suggested, they are ignored. I'm sure some foreman are interested in knowing the Generational Demographics but realistically, most foreman or for that matter, most employees don't care if they are Baby-boomers, Generation X, Y, Millennial's and whatever the latest is going to be called. Foreman and other employees just want coworkers that are going to do their job. It comes back to the old saying, treat others like you want to be treated. The big picture, it doesn't matter what the Generational Demographics of an employee is, if someone doesn't want to work, they shouldn't be here. If Alliant is going to continue to have FOREMAN TRAINING, have content material that would be valuable to them, not what the company deems they need. If a FOREMAN requests certain material for training, at least make an effort to appear that you're trying to at least follow through. There is a lot of lost production time for employees sitting in ineffective training.

DIRECTORS/MANAGERS need to know contract language and not interpret the contract the way they see fit. I believe LOCAL 204 and LABOR RELATIONS need to give a joint class to all DIRECTORS/MANAGERS/EXECUTIVE BOARD MEMBERS and STEWARDS to avoid grievances and arbitrations. Whenever there is a storm or when crews were sent out of town/state, issues always come up. Grievances and arbitration cost money....Lets all get on the same page. Local 204 members are not the enemy. Local 204 and its members want the company to be successful.

Do away with the one on one Bargaining Unit Employee Performance Evaluations. Most companies which do Employee Performance Evaluations do so to determine an employee's bonus. Since bargaining unit employees don't receive a bonus, what value are they. Most MANAGERS have no idea what an employee does once he/she leaves the building for the day. Unless you wreck a truck, have a customer complaint or actually don't do anything day to day, most MANAGERS couldn't give an honest evaluation on an employee anyway. Unless it's a goal for a MANAGER to get a bonus, there is little value to these evaluations. You have lost production time for the MANAGER doing these as well as lost production time from the bargaining unit employees listening to the spiel. If the company wants to continue these, let's let the BARGAINING UNIT EMPLOYEES do an annual MANAGEMENT PERFORMANCE EVALUATIONS on DIRECTORS/MANAGERS/FIELD ENGINEERS at the same time as well. Let their bonus be based on these evaluations. At least they'll be honest ones.

When hiring and filling NON BARGAINING unit positions, have those individuals follow stated job descriptions and duties. It doesn't make much sense to fill non bargaining unit positions and not have them following a job description then down the road post another for the same job. This is absolutely a waste of money. When a position is filled, make sure that person is actually doing the work.

It's my understanding Electric Service Standards are still an issue. Do comprehensive training on standards to all bargaining unit employees and field engineers. When all employees know standards and follow them, it will cut down on repeat returns to hook up a service. Repeat trips cost money in fuel, wasted wages as well as lost production.

Years ago, culture or attitude from some individuals was that they didn't turn a wrench before first break. Bottom line is, it doesn't make any difference if your management or bargaining unit. It comes down to 8 hours pay for 8 hours work on both sides of the fence.

I could have done away with most of this article by saying that when it comes down to saving money, it all comes down to one thing. All employees including bargaining unit members need to be responsible for their time and be productive. As much as I hate to say it, the bargaining unit has members not working as they should. Eight hours work for eight hours pay. Some employees need to be held accountable. Managers need to manage and if needed, hold certain employees accountable. If ALLIANT is serious in finding ways to reduce costs and save money, they need to have Local 204 involved

The last TAILGATING article I wrote, the Local Office called to inform me that a DIRECTOR didn't like it. I can't print what my response was. If this article gets passed around and a DIRECTOR or MANAGER or anyone else for that matter doesn't like it, I'll be more than happy to meet at LOCAL 204 to discuss it. Let Dustin know, he has my number.

In retirement:
Tim Boyle

A message from the Business Manager

First of all I would like to say thank you to all who attended this year's Membership Development/ Stewards School. We had well over 60 members in attendance and a lot of great discussion. We are very proud of our attendance and involvement and look forward to doubling that number next year.

With that being said, it was clear we need to think out of the box for next year and deviate from the way things have been done in the past. We obviously have not seen any of the surveys yet, but next year we are planning on having more IBEW Local 204 specific content. We need to get members talking to members, across contracts, discussing issues each group is facing, and let each other know they are not alone. We are in this together and we are stronger when we stand together. Next year we will focus more on internal issues and how things are handled locally. If anyone has any suggestions, comments, or questions that didn't make it to the survey because they just wanted to get on the road, please don't hesitate to call one of us and let us know what you think. We have already started the planning process for 2020.

One thing we touched on briefly at this year's Membership Development/ Stewards School was the IBEW Code of Excellence. The IBEW Code of Excellence emphasizes being the best employee and member you can be, doing the best job you can do, and also following the number one priority of your employer and the IBEW; SAFETY. We urge everyone of our members to look themselves in the mirror and ask themselves this one simple question; "would you hire yourself?". We would like to think everyone of our members would answer that with a hard "yes", but we all know we could do a better job representing the IBEW and Local 204.

If you look around the industry and across the street you will see more contractors doing our work than ever before. We find it hard to believe that is simple economics. Sure poor management has a lot to do with it, and sure peaks and valleys of the work load has a lot to do with it, but have you ever stepped back and asked "do I have anything to do with it"? Have you ever not wanted to do a job and said to hand it off to a contractor because it's difficult or challenging? Have you ever put a poor product out there to send a message to the manager? The time has come to put all of that aside and make IBEW Local 204 the first choice when it comes to doing our work. We are the best and should always be the first choice. The more work we hand off the harder it is to fight for and justify jobs.

By no means are we saying to run out the door and do anything unsafe. We would never say that. We also understand there are jobs we can't do because the Companies we work for will not provide the proper equipment to do those jobs. We can't tell our employers how to manage or mismanage their companies. But that shouldn't be a crutch that we lean on in order to get out of that tough project. Speak up and express your interest in keeping that work in house. We can do a better job than anyone, and we are the ones who will be maintaining that work down the road. We should be the ones doing the work, not letting a contractor set a trap.

-Dustin Stumma

2019 IBEW Local 204 Picnic May 4th, 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

April 2019

Sun

Mon

Tue

Wed

Thu

Fri

Sat

	<i>1</i> April Fools Day	<i>2</i>	<i>3</i> Unit Meeting Spencer 6:30 PM	<i>4</i>	<i>5</i>	<i>6</i>
<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i> Unit Meeting Marshalltown 6:30 PM	<i>11</i>	<i>12</i>	<i>13</i>
<i>14</i>	<i>15</i> Tax Day	<i>16</i>	<i>17</i> Unit Meeting Burlington 6:30PM	<i>18</i>	<i>19</i> Good Friday	<i>20</i>
<i>21</i> Easter	<i>22</i>	<i>23</i>	<i>24</i> Unit Meeting DAEC 3:00 PM	<i>25</i> Executive Board	<i>26</i>	<i>27</i>
<i>28</i>	<i>29</i>	<i>30</i>				

Reminder to all Local 204 members to make sure you are receiving the correct benefits for the contract you are on. We have recently experienced on one of our Alliant contracts an instance where a member was getting the basic 401K plan and should have been on the pension plan as well. In this situation the member was not being paid the pension plan. Please be sure to check all of your benefits and make sure you are getting the correct benefits you are entitled to.

TAILGATING

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