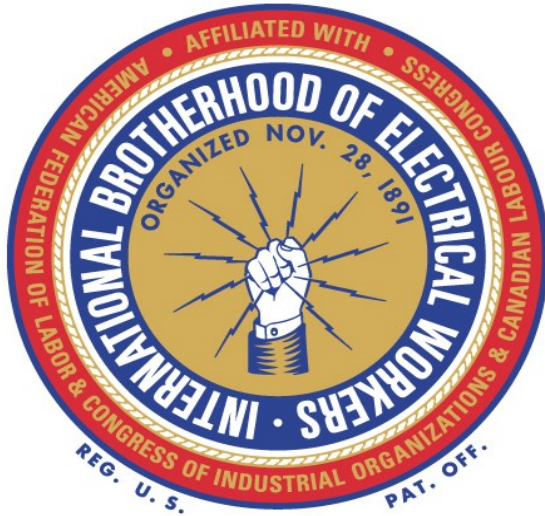


TAILGATING

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Past Practice

Often when we talk to members about the way things are handled in their respective area we are often get told that there is a past practice. When we have contract issues or grievances members often want to use past practice. So what is a past practice? A past practice is any longstanding, frequent practice that is accepted and known by both the Union and management. Sounds simple, but what some people don't understand is that a past practice needs to be kept up on and continued, and it can't be in conflict of the contract. If you have a past practice that benefits the membership make sure to continue it. If it is a good past practice then keep it just that, a past practice. If we put it on the table to try and get it as contract language or negotiate it, there's a good chance we could lose it, or have to give something in return. Hence the reason they call it "negotiations." Past practices are not handshake agreements between a manager and a member and shouldn't be taken lightly. If you have one, maintain it. If you don't maintain it, you'll lose it. And before you decide to consider or call something a past practice make sure it follows the definition and isn't just a one-off situation that someone worked out with a manager. Past practices can be a benefit to our members and we want to keep it that way.

Dustin Stumma

Brian Meyer, Alliant Energy retiree and IBEW Local 204 member, passed away August 26th, 2019 after battling cancer. Brian spent a career of over 30 years as a lineman and later a line crew foreman in Lisbon for Alliant Energy. Brian enjoyed riding motorcycles, boating, fast cars, off-roading in his Jeep, boxing, watching the Hawkeyes and Packers, attending Spish's lounge events, kayaking, collecting and shooting guns, and spending time with his family, especially his grandkids. Brian is survived by his sons, Cody (Ellen) Meyer of Ely and Lucas (Alicia) Meyer of Cedar Rapids; five grandchildren, Lydia, Arianna, Ethan, Brody and Conner; siblings, Mike (Joanne) Meyer, Bob (Mary) Meyer, Pat (Dave) Luther and Carol (Sam) Fengal; as well as his nieces and nephews. Our thoughts and prayers go out to Brian and his family.

John Van Wardhuizen, ULCS employee unexpectedly left this world on Monday, August 12, 2019 at his home in Lovilia, Iowa. John graduated from Albia Community High School in 1981. Later John attended Indian Hills and graduated with a degree in welding and started working for Star Coal in Lovilia. Afterwards, he worked at Maytag in Newton until their closing, affording him the opportunity to return to school. First John studied at DMACC, apprenticing at ULC, and later became a High Voltage Operator Electrical Maintenance Journeyman. John traveled extensively throughout the region testing switches at substations to keep the power grid working. John enjoyed his job very much and his co-workers easily became his friends. Our thoughts and prayers go out to John and his family.

Thank you to the E-Board, Dustin and Jon for allowing me to attend the Midwest Women's Worker Conference in Iowa City. I would also like to thank Robin for taking care of registration and accommodations.

The conference at the U of Iowa Labor Center is always great. We reviewed labor history and current issues with the NLRB as well as the impact to Unions with an upcoming presidential election. The women had an opportunity to dine, listen and participate in a panel discussion with presidential hopefuls Amy Klobuchar and Kirsten Gillibrand. Our conference had the honor of Missouri state senator Gina Walsh speaking at the Friday evening session and Abby Finkenauer speaking at our graduation luncheon, both of whom are strong union supporters.

My track classes were exceptional - Supercharging Grievances and Leading with Strength and Solidarity. Having been a steward in the past these 2 courses will enable me to further support our stewards and leaders as we have entered the final year of our contract at Black Hills. It is essential our grievances are "tight" from the the initial fact finding through all the steps in the process. It is equally essential to understand the importance of solidarity, backing the leadership we voted for and the stewards who assist us in contractual issues. Too often members speak in terms of what is the union doing for ME as opposed to how is the union helping US. In addition to the track classes and a few other courses, we had the opportunity to join in a public picket at the VA Medical Center opposing privatized medical care at the VA. I was proud to hold the sign stating "I am a Veteran and deserve better!" as I am USAR Desert Storm veteran.

In a recent Tailgate you may remember myself and Karen VanDusseldorp attended the 11th District Progress meeting in Missouri. We are two of four women on the newly formed Women's Committee for the 11th District. We have made great strides since then and are proud to report we successfully signed up every woman at the conference on the 4 Facebook pages that engage women in the trades. We also have the support of State Senator Gina Walsh, who we had the privilege of speaking with individually, and Abby Finkenauer. We have exchanged ideas and information with women from our neighboring districts 7 and 6. Thank you to Alex at UW Madison Labor Center - Madison for offering their support to the Women's Committee. Finally, the Women's Committee is about to announce the details of our first fundraiser in October which is Breast Cancer Awareness Month.

Thank you for the support of my union sisters and brothers.

In solidarity,

Mary M. Sand

Now more than ever it is important that on each and every contract we make sure that we are always following the written agreements we have. With the new management that we see in place we are not getting the mix of management that we use to have. By this we mean in the past the companies always had a mix of management that were out of college or come from the crews. This for the most part was a good mix as the managers that came from the field could give the experience and view-point from what actually can and will work in the field.

The problem we are currently seeing more and more is the new management is not understanding the contracts and in some instances not choosing to follow the written agreements. They are choosing to interpret the language as they see it and not research what has taken place in the past as far as past grievances and arbitrations. When we allow them to ignore these past issues that have been decided in the Local's favor, that greatly affects our ability to negotiate at contract time.

We are also seeing an uptick in our own membership ranks that are trying to cut their own "Deals" with management! While this may seem convenient for them at the time, most always it comes back to bite them in the long run as the company then tries to take it to another level or they expect that employee to return the favor.

This is not acceptable, it has take many, many years to get to where we are, and we all can agree that we have lost a lot in recent years. The only way to keep from losing is to make sure where one goes we all go, that is the focus on being in a union. We have spent an enormous amount of time as of late dealing with situations where companies are not following agreements and choosing to ignore them in hopes that the members are not paying attention or just don't want to speak up about it. If you see this or suspect this absolutely call the hall, that is one of the many reasons you pay dues!

September 2019

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4 Unit Meeting Ames	5	6	7
8	9	10	11 Patriot Day Unit Meeting Garner,Britt Prairie Energy	12	13	14
15	16	17	18 Unit Meeting Manchester	19	20	21
22	23	24	25	26 Executive Board	27	28
29	30					

International Dues effective January 1, 2020

“A” Members

“BA” Members

\$20.00 Monthly Per Capita Tax

\$20.00 Monthly Per Capita Tax

\$19.00 Monthly PBF Contribution

\$39.00 Monthly Total

This reflects the \$1 per month increase to the International as voted on in 2016 at the International Convention.

TAILGATING

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