

TAILGATING

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Congratulations!

Congratulations to the Linn County Sergeants, Linn County Assistant Attorneys, Cedar County Sheriff Deputies and ULCS members. All four groups voted on their newly negotiated contracts this past month and all 4 contracts passed! Good job goes out to the negotiating committees who put in countless hours behind the scenes to make this happen!



Words from your E-Board

I would be remiss if I did not touch on the most urgent topic. First and foremost, I would like to wish all my union Brothers & Sisters well in this time of uncertainty trying to navigate through all the COVID-19 issues. I urge everyone to utilize all the opportunities put forth by the Federal and State governments and the company to care for yourself and loved ones. You and your family health is the most paramount issue at hand.

To get back to a topic a that is more familiar, with contract negotiations for Large Group 204 and the upcoming elections rushing upon us, I encourage as always for people to exercise their ability to vote and help make a difference in their future. Also, any and all information about developing situations about the previously mentioned topics can be extremely helpful, so please send a text, email or make a phone call to help relay the information to our union hall about situations that could affect us all. To retouch on the earlier topic, the issues we are experiencing with the COVID-19 outbreak are new to us all. There are no questions regarding this situation anyone should be afraid to ask. Please take care and be safe.

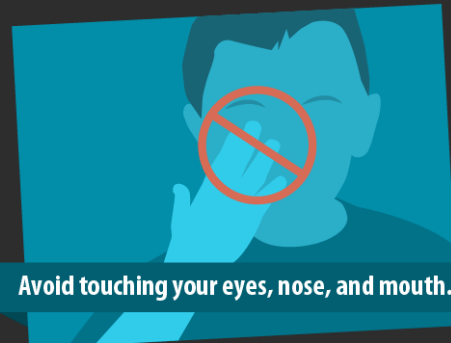
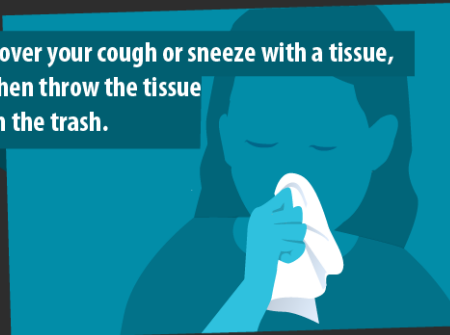
Patrick J. Frese
E-Board Member
Area 3

STOP THE SPREAD OF GERMS

Help prevent the spread of respiratory diseases like COVID-19.



Cover your cough or sneeze with a tissue, then throw the tissue in the trash.



Avoid touching your eyes, nose, and mouth.



Clean and disinfect frequently touched objects and surfaces.



Stay home when you are sick, except to get medical care.



Wash your hands often with soap and water for at least 20 seconds.



For more information: [cdc.gov/coronavirus](https://www.cdc.gov/coronavirus)

CS314915-G

Annual Open Enrollment for IBEW Local 204 Members

— ACT NOW TO ENROLL —

OR

UPDATE & INCREASE YOUR COVERAGE

SHORT-TERM DISABILITY
LIFE INSURANCE WITH AD&D

Members have received over \$185K
in benefits in the last 12 months

Enrollment & Info: 224-770-5305

Coverage Goes Into Effect June 1st, 2020
www.UnionDisability.com



Contracts Ratified

First, I want to congratulate the ULCS, Cedar County Deputy Sheriff, and Linn County Sergeants and Assistant Attorney bargaining units for ratifying their agreements. Second, I want to say thank you for all of those that spoke up throughout the process and to all of those who cast a ballot. We are excited and proud to say that we had well over 90% participation in the votes to ratify the tentative agreements. It was very impressive to see the turnout and this shows what can happen when people stand up and stand together. Throughout the process, from the time the surveys went out to the time the ballots were counted, we had many conversations with members with questions, comments, concerns or to voice their opinions. Good or bad we want to hear what members have to say.

We would like to thank the negotiating teams for their hard work and dedication as well. There were a lot of hours spent preparing for negotiations and conducting the explanation meetings. Not to mention the time spent in between answering calls and questions. They did a great job representing the groups.

I hope those of us with a contract expiring in the near future take note and come together for a common goal. We need more participation, and we need to stand up together as one. United we stand, divided we fall.

Dustin Stumma

IBEW Local 204 Insurance Update

Open enrollment for the Short-Term Disability, Life and Accidental Death and Dismemberment insurance will be during the month of May. Those of you who are already enrolled and those of you on the ULCS contract, should be receiving a communication within the next couple of weeks. If you are already enrolled, this will be the time to update your income and adjust your Short-Term Disability insurance accordingly. This will also be the time to increase Life and AD&D insurance if you choose to do so. If you are not enrolled and would like to inquire about insurance or enroll you will need to do so during the month of May. If you do not receive anything in the mail you can always go on our website and look for the insurance tab on the left. There you will find the phone numbers to get ahold of Cornerstone. I strongly encourage everyone to, at the very least, call and see what they have to offer. This is not a group like American Income Life Insurance. Cornerstone will not try and sell you anything. Cornerstone will not call you either. If you are interested, you call them, and they determine what they have to offer based on your needs. So, mark the calendar for May and make sure to update your information or contact Cornerstone to get signed up if you are interested.

For those that are signed up for insurance through the local, there are some changes coming. We, with the help from Cornerstone, are transitioning away from One America and will be going to a new carrier, Sun Life Financial. One America has shifted away from labor unions and we decided to go with someone who understand our needs and interests. The coverage and premiums will remain the same and we still have our price lock for the next two years. If you do not have an open claim you will not see a change what-so-ever. If you do have an open claim, you will remain under One America for that claim until it is closed out. This is the same process from when we transitioned from Reliance Standard.

If you have any questions regarding the transition or open enrollment please don't hesitate to call.

Trump Permits Decertification in 45 Days

New NLRB rule makes it impossible to win a union election

While most non-essential services are shut down, union elections are suspended, and most of America is working from home worrying about a global pandemic, Trump's National Labor Relations Board (NLRB) was passing a rule to make it harder to win a union election.

The proposed rule was published on April 1 and contains several anti-union changes. The new rule would eliminate the NLRB's "blocking charge policy," which permits the delay of union election results if the employer is accused of union-busting or coercion. It would also allow a decertification campaign to start just 45 days after an election and with as few as 30% of the workforce supporting a decertification effort.

This would give bosses much more power over a union election. They could union-bust without fear of an election being delayed and without the union getting a chance to inoculate the workers against the illegal activity. If the boss loses the election, they then can start organizing a minority of the workforce to file for a quick decertification further slowing down the bargaining process.

"The Trump NLRB takes this moment to publish a rule that will make it harder both for workers to unionize and to keep unions they have," [tweeted](#) Heidi Shierholz, a labor economist at the Economic Policy Institute (EPI). "Shameful does not even begin to describe this."

The new rule will be in place starting May 31st.

This is the second time that the Trump administration has used the coronavirus pandemic as cover for changing labor law. At the end of February, [Trump's Federal Labor Relations Authority \(FLRA\)](#) announced that federal employees would now be able to opt-out of their union whenever they wanted instead of during a limited window during the year.

"In two weeks time, in the middle of a pandemic, President Trump's NLRB suspended representation elections and then made it harder for employers to voluntarily recognize unions," said AFL-CIO President Richard Trumka. "In other words, the board is effectively sealing off any viable path to unionization at a time when workers need a voice on the job more than ever. Donald Trump's caustic hostility to collective bargaining has manifested itself in the most anti-worker NLRB in America's history. The labor movement will fight these actions with everything we have."

This article was written by Brian Young for www.ucommblog.com

Local 204 and COVID-19 Update

All unit meetings are postponed until further notice. In addition, the hall is currently closed for the foreseeable future. The phone number to the hall is still active and you can leave messages if needed, although they are not checked on a regular basis. If you need to get a hold of one of us, our contact information is as follows:

Dustin Stumma	Cell (319) 777-6091	dstumma@ibew204.org
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Jon Van Zante	Cell (319) 777-6274	jvanzante@ibew204.org
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Negotiations Updates

The ULCS, Cedar County Deputy Sheriffs, Linn County Sheriff Sergeants and Assistant Attorneys all voted in-favor of their new contract.

Windstream negotiations are slated to begin in May or early June.

Black Hills Energy, Alliant IES (Large Group) all will begin this spring and summer.