

TAILGATING

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BLACK
HISTORY
MONTH

February is recognized as "Black History Month." This celebration has taken place each February since 1926. African-American scholar Dr. Carter Godwin Woodson, along with a group of white scholars, began the push in 1926 with the induction of Negro History Week to insure that the contributions of African Americans to American History were recognized.

It was once legal to discriminate against minorities in hiring and wage equity. Even when it became illegal to discriminate against minorities in the workplace, bias against minorities was widely practiced and tolerated. Unions were at the forefront of the fight for equal wages and an equal chance at jobs that could elevate families out of poverty.

African Americans have played a vital role in labor's history in America as well. In 1869 the Colored National Labor Union was formed. This was the first national black labor organization, with Isaac Myers leading the way. Myers became an apprentice caulker for the clipper ships coming into Baltimore harbor. Under the leadership shown by Myers, the National Labor Union opened its conference to persons of all color in 1869. Myers was invited to speak at that convention, and was one of nine blacks that attended their convention.

Historically, African-Americans were given the least desirable jobs, if they were permitted to work at all alongside whites. In his 1961 speech to the AFL-CIO convention, Dr. Martin Luther King, Jr. said, "The two most dynamic and cohesive liberal forces in the country are the labor movement and the Negro freedom movement." It is important to remember the historical importance of organized labor to Black workers and their families, and unionism's continued relevance today. As we commemorate Black History Month in 2020, let us not only remember how far we have come but also keep in mind that our hard-won victories still need protection today.



Roger Kusserow was presented with his retirement watch on January 28th. He is retiring from Alliant Energy's Marshalltown Generating Station as a Control Room Operator. Roger has been an IBEW member for over 40 years! The watch is being presented to him by MGS steward Kelly Kaiser. Congratulations Roger on your hard earned retirement!



Gene Julius received his retirement watch from Business Manager Dustin Stumma on November 26th. Gene retired as a Combination Serviceman with Alliant Energy. Gene has been an IBEW member since January of 1986! Congratulations Gene on your retirement!



Dennis Hart, a Line Mechanic for Alliant Energy, received his 25 year watch on November 26th. Dennis has been a member since November of 1994. Presenting his watch is Business Manager, Dustin Stumma. Congratulations Dennis!



Gene Welch received his retirement watch on November 26th. Gene retired from Alliant Energy as a Combination Serviceman with 25 years as an IBEW member. Business Manager, Dustin Stumma presented Gene with his well deserved watch. Congratulations Gene!



Larry Isaacs, a Chemistry Technician at NextEra Energy's Duane Arnold Energy Center in Palo, Iowa, received his 25 year watch on January 22nd. Larry has been an IBEW member since June of 1992. The watch is being presented by Assistant Business Manager, Brian Scott. Congratulations Larry!



Terry Stephenson was presented with his 25 year watch on January 22nd. Terry is a Health Physics Technician at NextEra Energy's Duane Arnold Energy Center in Palo, Iowa. Terry has been a member since October of 1992. Terry's watch was presented by Assistant Business Manager, Brian Scott. Congratulations Terry!

March 2020

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4 Union Meeting Ames/ Spencer	5	6	7
8 Start of Daylight Saving Time	9	10	11 Union Meeting Atlantic	12	13	14
15	16	17 St. Patrick's Day	18 Union Meeting Oelwein	19	20 Executive Board	21 Member Education and Steward's Training, Cedar Rapids, IA
22	23	24	25 Union Meeting Grinnell	26	27	28
29	30	31				Times to be posted prior to meetings. Meetings are subject to be changed and added per business needs

From Your Union Officers

With the war on the middle class, it's more important than ever to have a resurgence of labor unions. Safety on the job was the main reason unions were created. A large number of people don't realize the benefits they receive because of unions. Companies don't give us the pay and benefits we receive out of the kindness of their hearts, it's due to the contracts unions negotiate. Lets look at what we owe unions.

Unions gave us the weekends!
Unions gave us fair wages and relative income equality!
Unions helped end child labor and abolition of sweatshops!
Unions won widespread employer based health coverage!
Unions got us breaks as well as lunch breaks!
Unions got us paid vacations!
Unions got us FMLA!
Unions got us sick leave!
Unions got us Social Security!
Unions got us the 8 hour work week!
Unions got us overtime pay!
Unions got us OSHA!
Unions got us Minimum wage!
Unions got us pregnancy and parental leave!
Unions got us anti-discrimination rules at work!
Unions got us workers compensation!
Unions got us Pensions!
Unions got us Collective Bargaining!
Unions got us Wrongful Termination laws!
Unions got us Holiday Pay!

Unions and workers rights shouldn't be partisan issues. Unions protect workers from corporate mistreatment and corruption. Whether individuals are fans of unions or not, all of us are far better off today because of the hard fought victories they won. Unions play a pivotal role both in securing legislated labor protections and rights such as safety and health, overtime and family/medical leave enforcing those rights on the job. We all need to pass on to others the values that labor unions provide.

In solidarity:

Robin Kruger—Recording Secretary

MEMBER EDUCATION & STEWARDS TRAINING CONFERENCE

This year's Member Education & Stewards Training Conference will be held on Saturday, March 21st, 2020 at the Longbranch Hotel and Convention Center in Cedar Rapids.

A hospitality event will be open to participants beginning at 5:00 PM on Friday evening March 20th, 2020 at the Longbranch Hotel, where free beer and food will be served.

This year we will be focusing on the issues we face within our Local. Topics included so far: Code of Excellence, Worker's Compensation, and a labor legislation update. We will have guest speakers, financial advisors, a breakout session, and a Q & A session. This is a great opportunity for you to learn about or get a refresher and hear about other issues across properties and companies we represent. If you have any suggestions or ideas for topics please let us know.

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.

The class is OPEN TO ALL IBEW Local 204 members. Space is limited so be sure to call the hall today and get signed up. Reservations must be made by March 1st, 2020.

2020 IBEW LOCAL 204 SCHOLARSHIP

Each year, IBEW Local 204 sponsors two \$1000 college scholarships for graduating high school seniors who are dependents of any IBEW Local 204 member.

To be eligible, the student must follow the official rules of the Scholarship Program, fill out the official application (**postmarked by April 1, 2020**) and write a 250 to 300 word essay. This year's topic is:

“The history, makeup and recent appointments of the NLRB and how it impacts labor”

Members may obtain official scholarship information and applications at your Local 204 Union meetings, by calling the local 204 business office at: (319)366-3434, or at www.IBEW204.com.

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Negotiations Updates

Linn County Sheriff Sergeants negotiations are complete and we are awaiting Linn County Board of Supervisor approval so the new contract can be taken to a vote. Linn County Assistant Attorneys negotiations began in December 2019 and are ongoing. Cedar County Deputy Sheriffs began late January 2020 and we are awaiting Cedar County Board of Supervisor approval for a vote. ULCS, Windstream, Black Hills Energy, Alliant IES (Large Group) all will begin this spring and summer.