

TAILGATING

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Woman's Committee Steps Up

In a time of need we had a few of our Woman's Committee members step up and raise funds from local charities in their areas. Mary Sand, an Operation Technician with Black Hills Energy in Dubuque, decided she was going to do a fundraiser for the Dubuque Area Labor Harvest, a charity that provides meals for those in need. Mary started off with a can donation campaign which quickly turned into a campaign with monetary donations as well. Mary also took the initiative to challenge her employer to match any donations. Without any hesitation, Black Hills Energy pledged \$1,000 towards Mary's campaign. With all of her hard work, Mary was able to collect \$2,325.00 to donate to the Dubuque Area Labor Harvest. We would like to congratulate Mary and thank her for her hard work and dedication to her community.

Below, IBEW Local 204 members Mary Sand and Jeff Dix present the Black Hills Energy check to Tom Townsend representing the Dubuque Area Labor Harvest.



WORDS FROM YOUR E-BOARD

I hope this letter finds you and your family safe and well. Communication seems to be a topic of discussion quite often. There are 3 main types of communication; verbal, non-verbal and visual. There are 3 main reasons to communicate; to inform, to persuade and for goodwill. Many of our workplace issues stem from poor communication or none at all. We cannot control how our companies communicate with us, but we can do our best to communicate in a positive way with management AND each other. Think how your words and actions will be portrayed and how that reflects on you as an individual and as a Local 204 Member. Unfortunately we live in a CYA (cover your ass) world, and doing so has never been more important. When dealing with important issues consider using written communication in addition to verbal. Time and Date stamped emails can be a valuable resource. Consider which of the 3 reasons you are communicating, then try to make sure that it is done in a way that will accomplish that goal.

With unit meetings being canceled due to COVID-19 and the membership being spread throughout the state to begin with, we are faced with our own communication challenges. I encourage you to sign up for our new website at www.ibew204.com. At the time of this writing under 12% of members are registered but it is climbing. There is contract specific info available when logged in. Follow/Like IBEW Local 204 on Facebook. Sign up for a conference (once being held again), check out some committee's within the IBEW ie. RENEW, COPE, or Women's Committee. Reach out to Stewards, E-Board Reps and the Hall with questions and concerns. Consider running for an elected position in 2021. You will learn a lot and work with many great people across our Local 204.

Please take care of each other and stay safe.

In Solidarity,
Adam Splinter
Executive Board Member
Area 5

What does your profile say about you?

Recently one of our employers sparked an investigation that was the result of a claim that came from outside of the Company. A disgruntled customer saw a Facebook profile that had their employer listed. This disgruntled customer contacted the Company and stated that one of their employees had called them a racially charged slur through Facebook Messenger. We then spent some time looking into this as well and we determined this was not done by the member and was in fact made up by the disgruntled customer. We were able to prove this and the result was no further action against the member.

This whole incident exposed a grave concern and something we are going to have to face more and more in the world we live in today. More often disgruntled customers are attacking our members as a way to target the Companies we work for. We strongly encourage each one of you who utilizes social media platforms to go back and check to see what all you have listed in your profiles. If you have your employer listed we would encourage you to remove that. Most of our members are proud of who they work for, and we are the face of the Companies we work for as field employees out in the public, but we don't need to be the whipping post.

We would like to say that we shouldn't have to work to prove our innocence, but we do. In cases like these the Company has to investigate them and treat them very seriously. The Company will treat you as guilty until proven innocent. That is the world we live in and challenges we face. Please take this advice seriously and see how you appear to others on social media.



Short Term Disability Update

This is an update for those members who have Short Term Disability insurance through the Local. We were asked a question in the past couple weeks of what is an injury and what is an illness, and more specifically what is eligible for coverage day one and what do you have to wait seven days for coverage. First off, we need to make it clear that we are not experts in the insurance field and that is why it was important to get the group plan out of our hands and in the hands of people who know what they are doing.

After some checking and asking questions of our own, we found out that some injuries do require the seven day elimination period. Those injuries would be the nagging injuries that started over time. One example would be a chronic back injury. Another example is carpal tunnel. These are injuries that do not have a specific event that caused the injury and happen over time. If you have an injury that you cannot pinpoint to a specific event, something like falling off of a ladder or laying down a bike, you will have to wait seven days before you will start receiving benefits. This is nothing new to the policy, but this is new to us and might be new to you.

When filing for a claim, make sure to ask yourself before you contact Cornerstone “what caused this injury”. If you can pinpoint a specific event then you should be eligible for benefits day one. If you can’t, then you might have to wait the seven day elimination period. As always, if you have any questions, please feel free to contact Cornerstone ahead of time or contact one of us here in the Hall. Those numbers are listed on our website.



Hawkeye Area Labor Council

AFL-CIO

Annual Golf Outing



Wildcat Golf Course Shellsburg, IA

August 15, 2020

TWO SESSIONS 8:00 AM & 1:00PM

Sign in starts at 7:00 AM

11:30AM for Afternoon Groups

All Proceeds Donated To Eastern Iowa Honor Flight

18 four person teams allowed for each session

Price per team is \$ 200.00 Includes Carts

Sponsorship per hole is \$150.00

Top 3 teams in Each Flight win golf passes

ALL PLAYERS Will Enjoy a Beef or Chicken Burger Meal

Contact Rick Moyle, Executive Director: (319)396-8461

rmoyle@hawkeyelabor.us

Jay Larson, Community Services Labor Liaison: (319)431-0184

jl Larson@uweci.org

Please register by August 7th 2020

If you are unable to participate on this date, feel free to make a monetary donation. All sign in and food stations will comply with COVID guidelines.

Local 204 and COVID-19 Update

All unit meetings through July are postponed until further notice. August's unit meetings are tentatively scheduled, but we anticipate needing to cancel them as well. In addition, the hall is currently open at our new location in Hiawatha. 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
Brian Scott	Cell (319) 777-6459	bscott@ibew204.org
Jon Van Zante	Cell (319) 777-6274	jvanzante@ibew204.org
Robin Kruger	Office (319) 366-3434	rkruger@ibew204.org

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Negotiations Updates

Windstream

Windstream negotiations wrapped up the beginning of June and the new contract was ratified by the membership. Thank you to Tom Fitzgerald, Curt Angell, and Jarl Walters for their efforts and congratulations to the rest of the Windstream members.

Alliant Energy

Negotiations are on going with Alliant Energy. The most current updates are posted on our website.