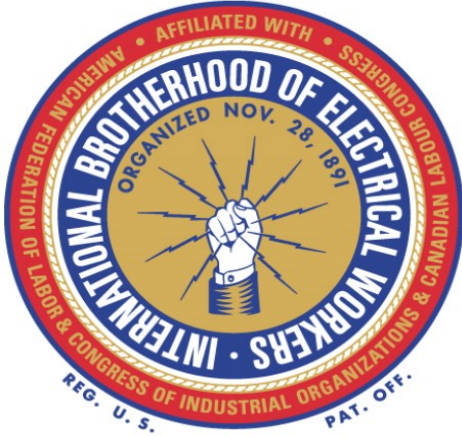


TAILGATING

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With everything going on this year, I thought I would take some time to talk about safety.

I once had a manager ask me what safety meant to me. I told him it meant looking out for myself and the people I work with and asked him the same question. He said that from the company side, safety was very important because it affects the bond rating of the company and the interest rate at which they borrow money.

No matter what contract you come from we all have the same complacent safety meetings that talk about the dangers of being complacent. The company tells you how valuable you are to them and how they want you to go home safe to your family. In the end safety comes down to you. You own it. It is not up to someone else. Take a second to think about what you are doing. Is this the best way to do it or a shortcut I've always gotten away with? If you are watching someone else work, give them your full attention.

2020 has provided plenty of distractions for all of us. Take a second to think about what safety means to you.

In solidarity

Scott Snyder
Local 204 President

I hope this letter finds you all healthy and adjusting to the strange circumstances we are all living in right now. I have a few topics I want to touch on.

I think all 204 members have probably stepped up during this time. We are still reporting to work every day and doing our duties, and in most cases, doing more as all the salaried employees work from home. The companies we work for have not missed a beat in production, customer service, or safety with all of the management away. This is a true testament to the professional union worker and another example of over management. I feel solidarity between co-workers and crews has improved during this time as well.

We have all seen the news headlines of workers being fired for standing together for workplace improvements in Covid-19 safety. Some employers are even targeting groups that were trying to organize before the pandemic. At a company in New Jersey, workers spent months trying to unionize in hopes of better benefits. They were making progress until Covid-19 arrived, and then were laid off and replaced by contractors, ending the organizing drive. An internet search will bring up many examples of workers who were trying to get a seat at the table to improve their workplace, benefits, and wages now being targeted by using the pandemic as an excuse. Many of these are high profile, wealthy companies that are seeing increased profits during this time.

With the uncertainty on how we will be able to vote this fall, I encourage you to request an absentee ballot. If life is back to normal by November and you want to go to the polls, you still can. Simply bring your absentee ballot with you to prove you are not voting twice. It is very important to research the candidates at every level of government to make sure that they are worker/union friendly. It is getting harder and harder to find good candidates as our numbers continue to dwindle from the onslaught of big business and politics against unions. As union density decreases, the less weight our voice carries. One political party is anti-union and the other supports globalization which also hurts American workers. Look for the best candidate and exercise your right to vote.

For those of you on the IES contract at Alliant Energy that is set to expire in September, here are some things to contemplate. The Company has already tried to 'plant the seed' that times are getting tough because of the pandemic and some businesses have closed. Yes, this has happened in some places these last few months, but many of the homes that normally sit empty for 10+ hours a day have now taken the place of traditional offices, classrooms, daycares, restaurants, etc. causing residential energy usage to increase. First quarter results released last week show that the Company's bottom line and earnings INCREASED over 2019 from \$125 million or \$0.53/share in 2019 to \$170 million or \$0.70/share in 2020. This was \$0.16 more than the analysts expected and 1Q revenue was \$915 million. The Company reaffirmed the guidance of \$2.34-\$2.48/share earnings. This showed that the first quarter was not affected significantly by Covid-19. In 2019, the six executives received compensation increases of 13% over 2018, and the CEO received \$7.6 million in total compensation. The rhetoric of saving the customer money, and that we have to be able to justify everything we do to the ratepayers, grows tiresome. It is all about the shareholders and their return on investment. Remember these things and put yourself in a financial situation to be able to vote down contract proposals and withhold our labor to get the contract we want.

I want to congratulate all of the new contracts that have organized and joined Local 204 the last few years. That is not an easy task and much work went into quite an accomplishment. For those of us that are on contracts that have been around longer than some of us have been alive...think about what those before us sacrificed to have what we do. Everything was a give/take, and the blood, sweat, and tears that went into it by those before us. Let us all do our best to keep these things and not let petty differences in classifications or rules undermine what is best for the whole group.

Continue to show our employers that we are the safest, most efficient, and skilled workers that are available to them.

In solidarity,
Matt Frank
E-Board Member, Area 4
641-420-4913



In May, Andy Humphrey retired from the Linn County Sheriff's Office after 30 years where he was most recently a Sergeant in the Patrol Division as well as a steward. Congratulations Andy on your well deserved retirement!



Tom Fitzgerald received his retirement watch from Assistant Business Manager Brian Scott on June 1st. Tom retired as a Customer Service Technician with Windstream Iowa Communications. Tom has been an IBEW member since 1974! Congratulations Tom on your retirement!



Kelly Kaiser received his retirement watch on May 19th. Kelly retired from Alliant Energy as a Combined Cycle Relief Operator at the Marshalltown Generating Station. Kelly was a steward with almost 18 years as a Local 204 member. Assistant Business Manager, Brian Scott presented Kelly with his well deserved watch. Congratulations Kelly!

2020 Scholarship Winner

Cameron Kolthoff

In 1935, after years of tension between striking workers and their employers, Congress passed the National Labor Relations Act. This act guaranteed the right for workers to form unions for representation and protection in the workplace. In the same year, Congress also created the federal agency known as the National Labor Relations Board, or the NLRB for short. The NLRB serves as the overseer for the National Labor Relations Act and that the rights of workers are properly upheld. The NLRB provides assistance with solving issues with worker and employer relations. The National Labor Relations Act allows the NLRB the ability to host union election votes, settle disputes, and to investigate/punish unfair labor practices. The NLRB is a very important agency when it comes to worker's rights, and without it, many private companies would be able to take unfair advantage of their employees.

Historically, the NLRB consisted of 3 board members all appointed by the president and 33 regional directors. In 1947, the amount of board seats increased from 3 to 5. Each seat of the board is named after the members who first occupied them and have a unique rule for when the term for the seat expires. The list of the seats includes the Smith Seat, the Madden Seat, the Carmody Seat, the Murdock Seat, and the Gray Seat. Every board member is appointed for a 5-year term with at least one member's term expiring each year in accordance with the rules of their seat. The most recent appointments to the board were William J. Emmanuel (9/26/17), Marvin E. Kaplan (8/10/2017), and John F. Ring (4/16/2018). As of now, there are only 3 official board members with the last full board ending on 8/27/2018.

Cameron plans to attend Coe College and major in Biology after graduating from Eddyville-Blakesburg-Fremont High School in Eddyville, Iowa. He is the son of Local 204 member, Rebecca Jaques. Congratulations Cameron!

2020 Scholarship Winner

Lauren Short

Labor workers and those with jobs in the trades are crucial for the flow and success of the workforce and community. These jobs play vital roles in the upkeep and development of homes across the nation. They act as keystone jobs for without them, there would be an imbalance in the foundation of a functional and thriving society. For better safety and security of these jobs, The National Labor Relations Board (NLRB), was created in 1935 by Congress and its role was to enforce the National Labor Relations Act, an act that is entwined with labor and employees due to its role in the protection of employees' and employers' rights, and protection of rights in restriction of certain private sector labor and management practices. These purposes go hand in hand with labor for without it, there would an increase of harm in the general welfare of workers as well as businesses and the U.S. economy. The makeup of the NLRB consists of five senate members and general counsel, all of which are appointed by the President and approved by the Senate. Recently, President Trump appointed William Emanuel, John F. Ring, and Marvin Kaplan. The impact of the makeup and appointments on labor can come in different ways, one of which is the type of political party. Typically, when the NLRB is run by a Democrat, their ideals follow with the protection of workers and ensuring safe and fair working conditions. On the other hand, when the NLRB is run by a Republican, the protection of rights is still important, but there historically seems to be less focus on the board. The Trump NLRB general counsel has advanced policies that leave fewer workers protected by the NLRA. However, the biggest impact the NLRB has on labor is that it provides all workers with a sense of unity. There is connectivity as all workers are united under the same ideas for rights and safe, secure jobs.

Lauren plans to attend the University of Iowa after graduating from Kennedy High School in Cedar Rapids, Iowa. She is the daughter of Local 204 member, Thayne Short. Congratulations Lauren!

Local 204 and COVID-19 Update

All unit meetings through June are postponed until further notice. July'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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Local 204 Women's Committee

LADIES OF LOCAL 204

Please join our Women's group of Local 204. Share ideas, concerns, and causes that affect our 204 family. Since 2018 the small group that we have has done great things. Imagine if we had more ideas from other members. If interested and want to have more information please contact Susan Kingsbury at susankingsbury@gmail.com

Together we can make LOCAL 204 a shining light of our communities.

In solidarity,
Susan Kingsbury