

# TAILGATING

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**IBEW Local 204**  
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Brian Ring, a Crew Foreman for Prairie Energy Electric Cooperative, received his retirement watch from Business Manager Dustin Stumma. Brian has been a Local 204 member since 2011. Congratulations Brian!

## Announcement for all IBEW Local 204 Members

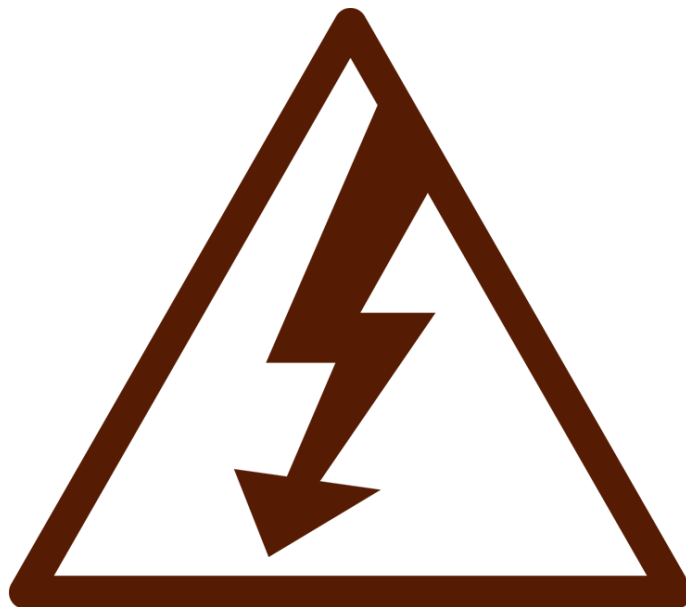
Last year we were able to roll out Short Term Disability, Accidental Death and Dismemberment and life insurance benefits to all members. We had an open enrollment period last April that lasted through May. This year we are contemplating opening that up again if anyone has any interest in signing up. If you or anyone you work with is interested in these benefits, please let us know. If we do not have any interest in doing an open enrollment period we will not waste ours or your time. Please help spread the word and let us know if there is any interest.

For those that are already signed up we will need to set up a time frame to call in and update your income. That will be the time to make any adjustments in your policy and premiums if necessary. Once we have this ready to roll out we will send a letter in the mail instructing members already enrolled to call in and update their information if necessary.

## Alliant Energy FR Allowance Increase

Many of you have been notified that the Locals representing Alliant employees were able to come to an agreement with the Company on an increase in the FR allowance. When that news came out there were some rumblings as to why we were only able to agree to an increase of \$50/year and another \$200 upon hire. After requesting the account balances from the Company, it became very clear as to why it has been so difficult to get the Company to entertain an increase to the FR allowance. We have numerous members in our Local who have very large balances carried over from year to year. After we were unable to gain any traction in IPC negotiations to increase the allowance, we made a concerted effort to inform the membership the challenges we faced. We tried to ask members at meetings to make sure they spend those balances down. We understand the need to keep money in the account in the event you need a new coat, bibs, sweatshirt or other outerwear items. But, when we have members with thousands of dollars sitting in their accounts, it makes it hard to argue that we just don't get enough money. If you are one of those members, please don't say you don't have a need for any new clothing items. Instead, ask your coworkers if they need anything. Ask a new employee if you can help build up their FR clothing and buy them some much needed items. It takes very little time for a new employee to spend the initial allowance after buying outerwear, shirts and jeans. Then they are struggling to build that balance back up because they are stuck replacing worn out items.

Before we complain about not getting enough money, we need to look at ourselves and ask if we have an argument. It makes it hard to fight for something when we shoot ourselves in the foot before we even start.



# April 2020

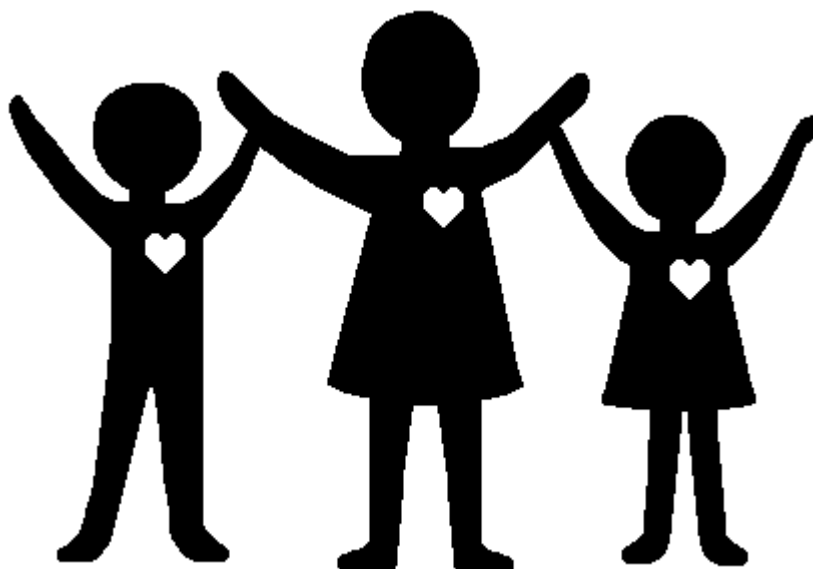
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 Union Meeting Emery Generating	2	3	4
5	6	7	8 Union Meeting Marshalltown	9	10	11
12 Easter	13	14	15 Union Meeting Burlington	16	17	18
19	20	21	22 Union Meeting DAEC	23 Executive Board	24	25
26	27	28	29	30		Times to be posted prior to meetings. Meetings are subject to be changed and added per business needs

## **New Health Incentive Program for Black Hills Energy**

Black Hills Energy is leading an Energy in Motion initiative that is bringing you the tools to get healthy, be safe, and reap the rewards of living safe and well. Virgin Pulse is a voluntary employee health program that encourages healthy lifestyle changes. The Program is provided to BHE employee's by Black Hills Energy. Points are used to reward participation in the Virgin Pulse program. You earn points for tracking your daily activity, taking your health measurements, participating in challenges and competitions, and more! The more daily activity in your routine and the more you participate in the program, the more points you can earn. These points will continue to add up, and push you through the levels in your program so you can earn more rewards, and with each Level earned there is a Level Reward accompanied with it, which can vary depending on your sponsor. Any information provided to your Virgin Pulse personal profile is not shared with Black Hills Energy.

In order to help support Black Hills Energy in maximizing their ability to earn points and to maintain a healthy life style, their Iowa Operations team has decided to purchase Fitbits for those employees who would like to participate, in the event they can commit to the following: 1) Be actively enrolled in Virgin Pulse and 2) Link their new device to Virgin Pulse to begin earning points for their activity. Once you've connected your Fitbit account to your Virgin Pulse account, you can earn rewards for Steps or Active Minutes using your Fitbit Device.

There are many others ways to deliver a healthy life style and to earn points within the app (ex. Tracking healthy habits, sleep, read wellness cards, etc.) There are plenty of ways to customize your Virgin Pulse to fit your personal needs! Black Hills Energy is looking forward to the increased participation these devices can bring to their teams, ultimately bettering their employee's health and the company's results!



# 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 6:00 PM on Friday evening March 20<sup>th</sup>, 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 16th, 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](http://www.IBEW204.com).

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## Negotiations Updates

Both the Linn County Sheriff Sergeants and Assistant Attorney negotiations are complete and Linn County Board of Supervisors have approved the Tentative Agreements. These agreements will be voted on later this month. Cedar County Deputy Sheriffs negotiations are complete and we are awaiting Cedar County Board of Supervisor approval of the Tentative Agreement so we can take it to the membership for a vote. ULCS negotiations are complete. Ballots have been mailed out and will be counted on March 16th. Windstream, Black Hills Energy, Alliant IES (Large Group) all will begin this spring and summer.