

TAILGATING

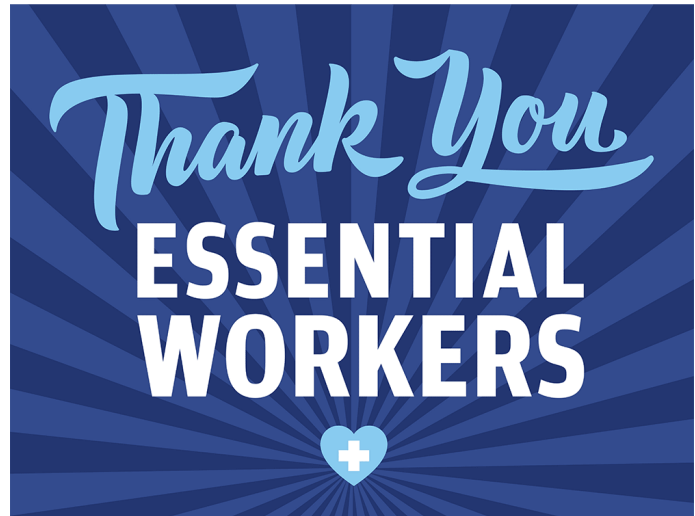
May 2020

Is Published frequently by IBEW Local 204

Volume 40 Issue 5



IBEW Local 204
www.ibew204.com



Thank You To Our Members

Hopefully you are all tired of hearing this: Thank you for keeping the lights on, the gas flowing, our streets safe and the phones and internet on. We appreciate everything you do as an essential worker, and we especially appreciate everything you do with little to no supervision. Most of you have not seen or heard from a Company person in some time. Yet, the work is still getting done and done safely.

For those of you that are starting and ending your days from home or working from home, please be sure to not let your foot off the gas and keep your noses to the grindstone. We need to prove that we are responsible and not taking advantage of the situation we are in. We are all aware that most of the Company employees working from home are doing a fraction of the work for the time they are getting paid for. Not to mention they don't have to worry about not having childcare. The vast majority of our members don't have the luxury to roll out of bed and log on to a computer and sit idle for the day with very little productivity while still receiving a full-time paycheck. It is an embarrassment that the Company can function with so many people working from home, and it raises the question "why do we need all of those people?"

Now more than ever we have proven our importance the Companies we work for. Now more than ever we have proven our value and dedication. Thank you for everything you do. Keep up the good work and be sure to put safety in the forefront of everything you do.



WE'RE HERE FOR YOU

We know there's a lot on your mind. With Coronavirus (COVID-19) dominating the headlines, you likely have questions about the impact on your current portfolio holdings and positioning.

Tyler and Doug are able to help!

Contact them for any questions or concerns you may have.

We would like to make sure our members are aware that IBEW Local 204 does not endorse or recommend financial advisors. IBEW Local 204 is working with IBEW Local 965 in Wisconsin to find advisors in the area that are members of IBEW Local 965 through Union Financial. If you have questions and would like to reach out, Tyler and Doug are local financial advisors with Union Financial. They are Union members working for Union members.

*- Dustin Stumma
Business Manager*



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UPCOMING ELECTIONS

In a year from now the nominations will be in for another election cycle. If you have ever thought about or pondered running for office, I strongly encourage you to read the IBEW Constitution. In the IBEW Constitution the responsibilities of the officers of the Local and the Executive Board are explained. Being an officer of the Local or an Executive Board member comes with great responsibilities but can also be very rewarding. Our Local is structured as such:

- President
- Vice President
- Treasurer
- Recording Secretary

Executive Board – We have ten Executive Board members, nine of which represent the unit they reside or work in, and one at large. The State is broken down into eight units, with DAEC being the ninth. If you are considering running for Executive Board, I encourage you to register on our website and check out the Iowa map that shows where the Units are. Each month the Executive Board members attend a meeting to reside over the business and financials of the Local. The Local reimburses each member for their straight time lost wages, usually through the employer, and for mileage to drive to the hall. The Local also pays for a hotel room for those that need it.

Our officers are reimbursed for their time and they are also paid monthly for being an officer. According to the IBEW Local 204 By-laws the monthly pay structure is as follows:

- President – 2% of the highest Journeyman Lineman rate per month (Currently around \$165.15/mo.)
- Vice President – 1% of the highest Journeyman Lineman rate per month (Currently around \$82.57/mo.)
- Treasurer and Recording Secretary – 1.5% of the highest Journeyman Lineman rate per month (Currently around \$123.86/mo.)

The President also attends Executive Board meetings each month to approve the financials and serves as a tie breaker in the event that we end up in a tie on a voting matter. If the President is unable to attend a meeting the Vice President will be invited in their place.

The Treasurer has the responsibility of overseeing the financials of the Local and signing checks on a weekly or bi-weekly basis. Both the Treasurer and the President are responsible parties of the bank accounts of the Local.

UPCOMING ELECTIONS (Continued)

The position of Business Manager will also be up for re-election next year. If you have ever considered running for Business Manager or have questions about the role and responsibilities of the Business Manager, please do not hesitate to give me a call. The office is comprised of a Business Manager that is elected and two Assistant Business Managers that are appointed by the Business Manager, and an Office Administrator that is hired by the Business Manager. Pay for the Business Manager and Assistants is salaried and as follows:

- Business Manager – 135% of the highest Journeyman Lineman rate per year (Currently around \$133,764.80/yr.)
- Assistant Business Manager – 120% of the highest Journeyman Lineman rate per year (Currently around \$118,913.60/yr.)

If elected Business Manager or appointed to an Assistant position you should not lose anything coming into office. That means the Local is responsible for ensuring you maintain the same retirement and benefits you had as an employee. Most of our contracts allow for Union Leave and you will be allowed to return to your former position if you get voted out or decide to return. Some of our contracts also allow for the employee on Union Leave to remain on the Company health insurance and the employer will continue to cover the employer portion. If you are considering running for office, please check your CBA language for Union Leave and consult with your HR department to see how they handle benefits and retirement on Union Leave. If you do not get the info you are looking for, please do not hesitate to call one of us at the Hall.

The Local has three cars and three cell phones for each the Business Manager and the Assistants to use for Union business. Each employee of the Local also has a credit card for Union expenses.

If this sparks some interest in running for Office, Officer or Executive Board please take the time to read the IBEW Constitution and understand the role and responsibilities. Like I mentioned, these positions come with a lot of responsibilities but can also be very rewarding.



New Office Location

By the time you receive this newsletter we should be moved into our new office space. The new office of the Local is located at 1009 Longfellow Drive, Hiawatha, IA 52233. The new space will give us more room and better-defined spaces for E-Board meetings and video conference capabilities. The new office also has a large basement which gives us the much-needed storage space that we have desperately needed. One thing we are very excited for is to get away from shared bathrooms and have our own where we can control the cleanliness of the facilities. I know that seems petty, but when you share a bathroom with a drug testing facility that does not supervise the testing, you see a lot of things you wished you had not. Some of the clients are the most disrespectful people. In addition to the physical amenities, it is also a more responsible financial decision to own our hall. Rather than paying rent monthly, we have invested our money into ourselves. This is an investment that will be with us for many, many years. Once we get moved and settled, we are hoping to have an open house once the COVID-19 Pandemic calms down. If we do, we will make an announcement and invite the membership to tour the new office.

New Office Address:
IBEW Local 204
1009 Longfellow Drive
Hiawatha, IA 52233

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
Brian Scott	Cell (319) 777-6459	bscott@ibew204.org
Jon Van Zante	Cell (319) 777-6274	jvanzante@ibew204.org
Robin Kruger		rkruger@ibew204.org

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Negotiations Updates

Windstream and Black Hills negotiations to begin this summer.

IES Negotiations

There have been a lot of rumors floating around about IES (Alliant Large Group) negotiations. We thought it would be helpful to give everyone an update as to where we are with those negotiations. As of right now we have not gotten together, and things have been put on hold because of the regulations around the COVID-19 pandemic. We were scheduled to start negotiations the beginning of April. With all the restrictions we had to postpone negotiations and have yet to get something scheduled. We were looking at some dates to hopefully get together the beginning of June, and possibly looking at doing virtual negotiations through a video conferencing platform if it comes to that. We wanted to get the ball rolling on negotiations earlier than later, but unfortunately for reasons out of our control we have had to hold off.