



TAILGATING

From the Business Manager's Desk

As you are all aware, the election of officers took place in 2021. Make sure to check out the Local structure inside this newsletter. With the changes in the office, comes change in how business is being done. Hopefully this communication answers some questions members may have.

Union meetings – At the beginning of every month, we will post on our website the monthly union meetings. When it gets closer to the meeting, we will post it on our Facebook page and send out a text message to those who have elected to receive messages via our website. We are eager to get back out to meet with the membership. We appreciate everyone's patience during the pandemic.

Tailgating newsletter – Tailgating will be sent out quarterly to all active Local 204 members. If you do not want to receive the Tailgating newsletter, please contact the office. *ALL members and retirees* will have access to Tailgating on our website. If you are interested in writing an article for Tailgating, please call the office.

Website – All Local 204 members can sign up for our website. When you sign up for our website, you have an option to enroll in text messages. We plan on sending out text messages to members about union meetings and other important information. Please make sure to sign up for our website.

Facebook – We have a Facebook page and a Facebook profile. Our page is titled IBEW Local Union 204, and our profile is titled IBEW Cedar Rapids. Please like and follow our accounts. We will post about upcoming union meetings and other important information. We would also love to receive pictures of our members while out working in the field. We use these pictures for our Facebook accounts, and we put them on our website.

Steward/Membership training – Due to COVID, we have not been able to have a Steward/Membership training for the last 2 years. We are happy to announce Steward/Membership Training will be on March 12, 2022 in Des Moines. Space will be limited. You *DO NOT* need to be a Steward to attend! Please call the office for details.

International Convention – The International Convention is being held in May 2022 in Chicago. You will be receiving information in the mail outlining the nomination and voting process. Any Local 204 member who is in good standing can run to be a delegate. Good standing means you have paid dues to Local 204 for 2 consecutive years proceeding.

We hope 2022 is going to be a great and safe year for everyone! We are excited to get back out and meet with our membership. Please do not hesitate to reach out to one of us or any of your E-Board/Officers if you have any questions.

In Solidarity,

Jon Van Zante



Inside this issue

Politics & Dues Money	2
Internal Organizing	2
Financial Corner	2
Local 204 Contracts.....	3
New Members	3
New Retirements	4
Retiree Article	4
L.U.C.C.	5
Alliant Training Center	6
Fundraiser	7

phones

Office - (319) 366-3434
Jon Cell - (319) 777-6274
Sarah Cell - (319) 777-6091
Adam Cell - (319) 777-6459

emails

ssconyers@ibew204.org
jvanzante@ibew204.org
sfaber@ibew204.org
asplinter@ibew204.org



Politics & Dues Money

One of the greatest misconceptions about Labor Unions is that your dues money goes to support political candidates. We don't like to talk politics, especially in an off year, but the topic does come up in our travels and at meetings. Your dues money *does not* go to any candidate, and *does not* go toward supporting any political party.

What Local 204, and most other locals utilize, is a COPE fund (Committee on Political Education). Members can *voluntarily* contribute to COPE each pay period. Donations can be one-time, or reoccurring. In the past we have held fundraisers to help build our COPE fund.

If Local 204 determines there is a candidate worth supporting, it is done through COPE.

This doesn't happen very often. We are one of the lowest contributing Locals in our district. We have learned the hard way to keep politics out of our Local as best as we can.

However, there are candidates that directly and positively impact our members locally within a county, city, or state election. We need to continue to support those that support our members, especially in our backyards where we see positive impact.

Please be assured that *NONE* of our general funds, or your dues money, go towards anything political. In fact, there are laws and regulations that prohibit the use of dues money or general funds for political reasons.

-Dustin Stumma, President Local 204

"Your dues money does not go to any candidate, and does not go toward supporting any political party."

Financial Corner

One of the biggest decisions our members will make, is how they control their finances, and one of their biggest concerns is their financial security.

Local 204 offers financial advisors through Principal Financial for our members to utilize free of charge.

Dale Roshek and Kyle Skinner will be meeting with new apprentices to assist them in signing up for their 401k and will be going to union meetings to meet the membership and offer members guidance.

Dale and Kyle will also contribute articles in future Tailgating issues.

If you are interested in speaking with either of them, please contact the office and we will get you their contact information.

Internal Organizing

In the past, some of our employers would have new employee orientations and invite Union Representatives. We would have the opportunity to introduce ourselves, explain benefits, answer questions, and hopefully get them to sign up as members of Local 204. With COVID, this has unfortunately changed, and employers are no longer doing new employee orientations this way.

WE NEED YOUR HELP! When you meet a new employee, talk to them about becoming a member of Local 204. Explain the benefits of being a member and share any personal stories on why you are a member. If you don't feel comfortable doing that, have them give us a call and get us their contact information so we can get in touch and meet them in the field.

If they are an IBEW member at different Local, have them call us so we can explain the different options such as traveling their ticket in, paying working dues and if they want to remain at their current Local.

We all have a role in growing the Local and organizing new members. We need your help now more than ever. We want new employees to be informed on who we are, what we do and the benefits they receive.

If you or anyone else needs new membership paperwork, please call the office. If you get a new employee signed up, please let us know and we will get a new member packet out to them as soon as possible.

Together we can accomplish what we used to, just in a different manner. Thank you for your help and ALL that you do!

-Dustin Stumma, President Local 204



Alliant Lineman work to restore power following Hurricane Ida in Louisiana.

Local 204 Collective Bargaining Agreements

Alliant Energy Large Group contract (IES)
 Alliant Energy Small Group contract (IPC)
 Alliant Energy Distribution System Operation
 Alliant Energy Emery & Marshalltown Generating Stations
 Atlantic Municipal Utilities
 Black Hills Energy
 Cedar County Sheriffs Deputies
 CIPCO (Central Iowa Power Cooperative)
 Duane Arnold Energy Center (NextEra)
 Linn County Assistant Attorneys
 Linn County Sergeants
 Prairie Energy Cooperative
 ULCS (Utility Lines Construction Services)
 Windstream Iowa Communications



New Members

Please welcome the following members to IBEW Local 204! The following members joined Local 204 in the 4th Quarter of 2021.

Cory Falls - Alliant
Joseph Heister - ULCS
Hernan Hernandez-Sanchez Alliant
Holly Herrig - Alliant
David Marroquin - Alliant
Jack Rasche - Alliant
Derek Roberts - Alliant
Sawyer Schiltz - Alliant
David Seng - Alliant
Benjamin Smith - Alliant
Eric Brown - Alliant
Brent Eaton - Alliant
Nathan Iverson - ULCS
Klayton Kleinkopf - Alliant
Justin Kyle - Alliant
David Martin - Alliant
Matthew Neiderhiser - Alliant
Thomas Redding - ULCS
Alexander Schultz - Alliant
Brian Scott - Alliant
Thomas Stewart - Alliant
Jeremy Stockdall - Alliant
Anthony Van Thomme - Alliant
Lucas Weiland - Alliant
Cullen Yardley - Alliant
Justin Willet - Alliant
Dalton Huseman - Alliant
Craig Hughes - Alliant
Molly Edwards - Linn Co. Atty
Shannon Powers - Linn Co. Atty
Mark Pace - Alliant

New Retirements

Please join us in congratulating the following IBEW Local 204 members on their recent retirement! The following members retired in the 4th quarter of 2021.

Leroy Brown - Alliant - 32 years

Kim Case - Alliant - 19 years

Harold Lingenfelter - Alliant - 43 years

Sharm Samuelson - Alliant - 21 years

David Billman - Windstream - 31 years

Jeffery Hamling - BHE - 27 years

Daniel Nickell - Alliant - 34 years

John Niebaum - Alliant - 29 years

Todd Nylund - Alliant - 32 years

Lois Schmidt - Alliant - 32 years

Perry Strauss - CIPCO - 20 years

Sharon Nahorny - Alliant - 31 years

Bruce Gorrell - Alliant - 32 years

James Kniffen - Alliant - 37 years

Bryan Humphery - Alliant - 30 years

Randy Paige - Alliant - 33 years

Wes Van Antwerp - Alliant - 30 years



Tips from a Retiree

It is that time of year when our thoughts go to warmer weather and taxes. Although we can do nothing about the weather, we want to pay attention to what goes on with our taxes. We all want to pay as little as possible. Here are a couple of things to think about and maybe do.

If you are 70 ½ years old, you can give to charities straight from your 401k or IRA and neither you nor the charity pay taxes on that money. You can not claim this on your taxes as a deduction. Currently, RMD's are at 72 but, the charitable is still at 70 ½.

It is also a good idea to check the beneficiaries you have listed at your financial and investment institutions. What you have listed at your financial and investment institution, super-

sedes any Last Will and Testament. It is a good idea to get this in writing every year due to computer upgrades etc. and some information not transferring over. It is up to you to make sure everything is how you would like it to be distributed. No one needs any surprises at a time when things are tough enough.

I hope everyone is doing well and thriving. I am going to be working with the Local to get a retiree committee started. The committee will be posting articles on Local 204's website and will contribute to future Tailgating issues. We plan on starting a retiree section on the website.

In Solidarity,
Gary Thompson

Retiree Gatherings

In an effort to stay in touch with Brothers/Sisters after retirement, some areas have a retiree group that get together regularly. In Cedar Rapids, retired/past members of Local 204 get together for breakfast on the last Thursday of the month during January – October. We meet at Tommy's Restaurant located at 393 Edgewood Rd NE in Cedar Rapids at 8:00 a.m. Those attending usually include Alliant CROP and surrounding areas as well as some ULCS members. All members are welcome to attend. If you know of any other retiree groups, please let the office know all the details. I would like to start a list of these groups with the details of when/where they meet to include on Local 204's website.

In Solidarity,
Tim Boyle

New way to give back to your community!



Local Union Community Charities

Hello Members of IBEW 204,

There is a new way to give back to your community. It's called Local Union Community Charities (LUCC). It is a community-based charity that was started by the Hawkeye Area Labor Council, AFL-CIO and many other union organizations as an avenue for union members to give back to the community with fewer fees and more choices. Our board is made up of 25 union members and 5 community allies that are not union members. Individual donors' dollars will stay in the community they came from. There will be allocation committees in each area to decide what charities they want to support. They will make recommendations to the board for approval. These committees will be made up of union members.

Our administrative fees are paid for by local unions around the state. This way 100% of our members donations will go back into the community. The needs are great in all our communities. Let's have a voice and decide ourselves where we want to help out. Please take a look at our website. www.lucciaowa.org

Please help your community by donating to Local Union Community Charities (LUCC).

In Solidarity,

Rick Moyle - President - 319-396-8461
rmoyle@hawkeyelabor.us

Jay Larson - Director of Giving - 319-431-0184
jasonj.larson72@gmail.com

IPL Technical Training Center Structure

Director - Marty Mensen

Manager - Carla Gall

Interim Manager - Matt Hansen

Training Specialist - Lori Wildman

Manager of Apprentice Files - Don Klingenger

Senior Electric Training Coordinator - RJ Van Roekel

Senior Gas Training Coordinator - Keith Jones

Electric Training Coordinators - Lee Beumer and Brian Dupont

Gas Training Coordinators - Dave Etler and Luke Applegate

Field Engineering Training Coordinator - Alan Klein

JATC committee - Electric and Gas

A letter from RJ & Keith

When I (RJ) started back in 2010 as a Training Coordinator, we had a handful of apprentices in various classifications and steps. I and others helped at the old swampy training center before the new building was built. Training was based on "Wait till the apprentices gets here and ask them what they need". This worked and made for some long 10-hour days if we did not have some type of agenda.

Since Keith and I started as Training Coordinators, we wanted to have an agenda for each step/class, meet the needs for specialized training and provide some advanced training above their step. We put together a good agenda with the help of a previous Manager and other Training Coordinators. We continually update training agendas to meet the needs of our apprentices. We like to give the apprentice more theory and understanding of the Safety Rules, EOPs, Gas Operations and Company Policies. Along with their specified training, we work with local 204 and Principal Financial to help educate our new apprentices/members on the importance of retirement and how to plan.

Our apprentice numbers have been consistent the past several years with approximately 55 line, 9 combo/CSM, 9 substation/MTR and 30-35 gas apprentices a year. New apprentices attend a 2-3-week Boot Camp then 2 weeks per year of hands-on training during the spring and fall. We average 30 weeks a year of in-person training at the training center.

The IPL Technical Training team also helps with apprentice paperwork, reviews step advancements/completions, helps struggling apprentices, and answer emails/phone calls from apprentices.

Most of all, we would like to give a big shout out to all the Local Committees and OAs that have worked with an apprentice. You are the ones training that

apprentice to become the best possible Journeyman they can be! These apprentices will become the next Gas Foreman or Line Foreman replacing those of us looking at retirement. With your help and the training center, our main goal is to give the apprentice all the tools they need to succeed.

Behind the scenes, the training department applies for state grants for apprentice training. One year we received over \$60,000 in grant funding. Last year, the Technical Training Team worked with local high schools to provide a 14-week online session called Introduction to Energy Basics. We had 32 high school students participate in the on-line program. Eleven of the 32 received paid internships working in the Burlington and Marshalltown zones performing various job duties. We are currently working to expand this high school program across IPL. We also prepared training for the Pre-Apprentice-Laborers and provided training for the Directional Drill crews. Currently, we are working to convert all apprentice step modules and hand skills to digital. We provided input into the new Thrive training for work groups which is all digital and some face-to-face training.

We take pride in the training we provide at Alliant Energy! We have a great team led by great people who support each apprentice.

Keith Jones (Senior Gas Training Coordinator, Alliant Energy)
Local 204 Steward
E-board Member

RJ Van Roekel (Senior Electric Training Coordinator, Alliant Energy)
Local 204 Steward

Gun Raffle Fundraiser for Local 204 Family

Local 204 is holding a fundraiser for fellow Union Brother, Robert Carroll and his family. Please see the letter in the story below for details.

We are raffling 6 guns, with all proceeds going to our fellow Brother to help with all the time away from work and travel expenses that they have incurred and will continue to incur on their children's road to recovery.

Guns will be raffled at our March 12th Steward/Membership Training in Des Moines.

We'd like to extend a huge thank you to all who have helped sell and purchase tickets so far. It is very moving to see our Members step up to help one another.

Please contact the Office at (319) 366-3434 if you have any



“We would like to thank all of you for doing this raffle for our family. The out-pour of love and support we have received is amazing”

A note from the Carroll Family

Rhett, age 5 was diagnosed with a malignant rhabdoid tumor on August 13th, 2021 just a couple weeks before his 5th birthday. With this tumor it is an aggressive form of cancer. Rhett had surgery to remove the tumor along with his kidney and part of his colon to get it all. Rhett recovered well, and started chemo 2 weeks later. Rhett has had 4 big rounds of chemo every 3 weeks with small doses of chemo on the 2 off weeks. Rhett recently had to have 2 spots removed from his right lung, he recovered well from this surgery last week as well.

Rhett has also had his stem cells harvested for a transplant that will take place the first week of December. This stay will be roughly 31 days in-patient with a conditioning round of chemo first (aggressive chemo to kill off all cells) after the conditioning Rhett will start the transplant part and receive his own cells that they harvested.

Bobby, age 12 was born with a heart defect Pulmonary Atresia with VSD he has undergone 3 previous open heart

surgeries and will be having his 4th open heart surgery December 1st. This surgery was scheduled a week before getting Rhett's cancer diagnosis. During this surgery they switch out the conduit that plays the role of the pulmonary artery. Bobby will be in the hospital for a minimum of a week.

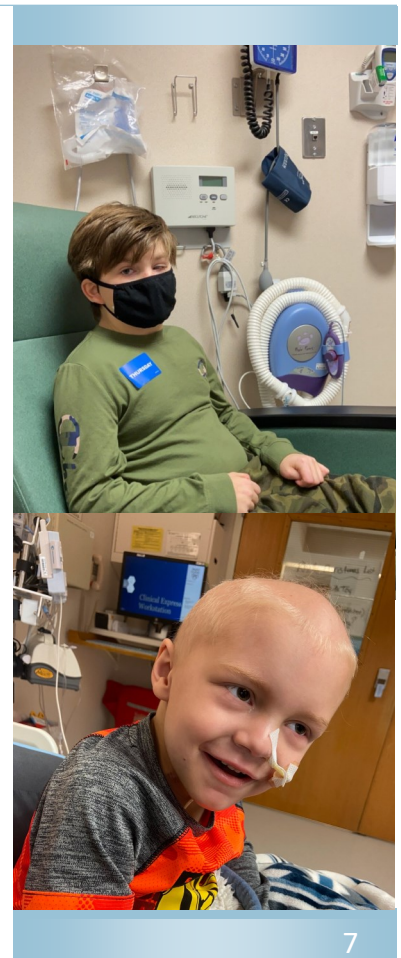
We will be very busy and running back and forth for the next month.

We would like to thank all of you for doing this raffle for our family. The out-pour of love and support we have received is amazing.

Both boys do have CaringBridge pages that I will update as often as I can.

<https://www.caringbridge.org/public/bobbycarroll>
<https://www.caringbridge.org/visit/rhettcarroll>

Thank you,
Kayla Carroll



Local 204 Structure

IBEW Local 204

Local 204 employs four full-time positions; Business Manager/ Financial Secretary, two (2) Assistant Business Managers, and an Office Administrator. All Officer and Executive Board positions are elected positions with 3-year terms. The BM/ FS appoints both Assistant Business Managers and Office Administrator. The Executive Board is comprised of 10 seats from 9 geographical areas and an additional At-Large seat. The Officers and Executive Board, along with the ABM's, attend Monthly Executive Board Meetings. (E-Board)

STAFF

Assistant Business Manager
Assistant Business Manager
Office Administrator

Sarah Faber
Adam Splinter
Stephanie Sconyers

OFFICERS

Business Manager/Financial Sec.
President
Vice President
Recording Secretary
Treasurer

Jon Van Zante	Gas Foreman / Alliant
Dustin Stumma	Lineman / Alliant
Jeff Chapman	Maintenance Mech. / Alliant
Adam Splinter	Corrosion Tech / Black Hills
Shelia Altman	Resource Coordinator / Alliant

EXECUTIVE BOARD

Unit 1	Keith Jones	Sr. Gas Trainer / Alliant / Marshalltown, IA
Unit 2	Brad Rick	Electrician / NextEra Energy / Palo, IA
Unit 3	Senica Fisher	Line Foreman / Alliant / Cedar Rapids, IA
Unit 4	Tyler Fredin	Line Foreman / Alliant / Mason City, IA
Unit 5	Corey Birkel	Lineman / Alliant / Dubuque, IA
Unit 6	Chad Hilsabeck	Gas Foreman / Alliant / Storm Lake, IA
Unit 7	Gary Henry	Line Foreman / Alliant / Centerville, IA
Unit 8	Jeff Denz	Lineman / Alliant / Burlington, IA
Unit 9	Josh Eaton	Line Foreman / ULCS / Perry, IA
At-Large	Randy Brown	Gas Safety Blue Hat / Alliant / Lisbon, IA

www.ibew204.com

IBEW Local 204

1009 Longfellow Dr.
Hiawatha, IA 52233
Phone: (319) 366-3434

PLEASE
PLACE
STAMP
HERE

Mailing Address Line 1
Mailing Address Line 2
Mailing Address Line 3
Mailing Address Line 4
Mailing Address Line 5

