



The Current

News from IBEW Local 1837

Fall 2014 Issue

International Brotherhood of Electrical Workers - Maine & New Hampshire

Election 2014: Gubernatorial Contests Top Labor Concern

Re-election campaigns for the Governors of New Hampshire and Maine have been getting plenty of attention from members of IBEW Local #1837 and other pro-worker groups. New Hampshire Governor Maggie Hassan has been a consistent union ally while Maine Governor Paul LePage has supported union-busting "Right to Work" legislation. Both are seeking their second terms on Tuesday, November 4.

In recent letters to our represented members, IBEW 1837 Business Manager Dick Rogers and President Ray Colello continued to stress that their top priority remains giving members the best representation possible by negotiating and protecting our contracts.

"Since many of our members belong to different political parties or hold contrasting views on the various issues of the day, we are reluctant to get involved in politics," Rogers and Colello said. "However, we feel we do have a responsibility to let you know how the decisions we all make on Election Day can affect the ability of IBEW Local #1837 to secure good wages, good benefits and a safe workplace for you. In recent years, basic worker protections – from the freedom to form a union to the right to a safe workplace – have been under attack."

After a thorough process that includes issue questionnaires and an analysis of voting records of

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IBEW Local #1837 Union Membership Continues to Demonstrate Benefits



IBEW Local #1837 Stewards and activists from both states attended a training class in York earlier this year to discuss subjects ranging from arbitration to worker safety. Members interested in attending educational programs should contact the Union Office.

Union members enjoy many benefits that we take for granted. Having a voice at the table is a key difference between a union and non-union workplace. As the saying goes, "If you're not at the table, you're on the menu." It doesn't take long to realize how valuable having that voice can really be.

Union Contracts

This year, our Union Negotiating Teams successfully negotiated new collective bargaining agreements including wages and benefits well above those earned by most non-union workers. Led by elected Union leaders and dozens of rank and file members at our represented companies, those contract teams worked tirelessly to ensure that our members will continue to receive the compensation they deserve in spite of these challenging economic times. (See **Contract Round-Up** on pages 3 - 4.)

Grievance and Arbitration

IBEW Local #1837 continues to dedicate significant resources to grievance processing and arbitration on behalf of our members. When it appears that one of our collective bargaining agreements has been violated, IBEW members should file a grievance, generally through their Union Steward. What happens next varies somewhat from one company to the next, and in many cases discussions often lead both sides to reach agreement about how to settle the matter. In one recent case, Emera agreed after discussions with the Union to shorten an employee's suspension and restore almost \$200 in lost pay.

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IBEW 1837 Members Elect Union Leaders for 3-Year Terms

Dick Rogers was re-elected as Business Manager/Financial Secretary and **Ray Colello** was re-elected as President of IBEW Local #1837 on June 20, 2014, following a mail-in secret ballot election. Ballots were counted with Election Judge Cynthia Phinney helping to supervise the tally at our Union Local office in Manchester, Maine. She was aided in the count by Election Teller Bob McNeff.

Also re-elected to their posts were Vice President **Bill Tarallo**, Secretary **Pamela Paquette** and Treasurer **Kerry Guphill**. Re-elected to their seats on the Executive Board were **Anthony Sapienza, Paul Morin, Lisa Bartell, Julie Goodell, Michelle Crocker, Christopher Guppy, Jeffrey Linscott and Patrick Cote**. Elected to their first terms on the E-Board were **Rebecca Johnson and Jeffrey Huckins**.

The Local Leadership has been elected to office for the next three years. Complete results are available in the "Members Only" section at www.ibew1837.org/1837election.



Election Judge Cynthia Phinney and Election Teller Bob McNeff counted ballots for the IBEW Local Union #1837 election at our office in Manchester, Maine.

Election 2014: Gubernatorial Contests are Top Labor Concern

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each of the candidates, the New Hampshire and Maine AFL-CIO's issue endorsements of Democrats, Republicans and Independents who demonstrate an understanding of the importance of labor unions and a commitment to working people. This includes not only the gubernatorial candidates but also candidates for important state legislative races and federal contests such as the United States Senate and House of Representatives.

In Maine, Michael Michaud, a card-carrying union member of the United Steel Workers and longtime advocate for working people and our veterans, easily won the labor endorsement for Governor. Paul LePage has consistently worked to undermine collective bargaining rights and even took away the right to join a union from many Maine workers.

In New Hampshire, Governor Maggie Hassan has earned the endorsement by showing in her first term that she can be counted on to do the right thing. Hassan has worked closely with labor on a variety of issues. Her opponent, Walt Haverstein, has promised to sign union-busting legislation if he is elected.

Since this is an "off-year" election, voter turnout may be significantly lower than it was in 2012. In the election of 2010, low voter turnout led to the losses of many pro-worker candidates in our state legislatures. Regardless of how you may choose to vote, all members are strongly encouraged to go to the polls.

As always, consistent with federal law, no money from union dues is ever donated to any political campaign. Some members choose to support labor-friendly candidates through voluntary contributions to the national IBEW-PAC.

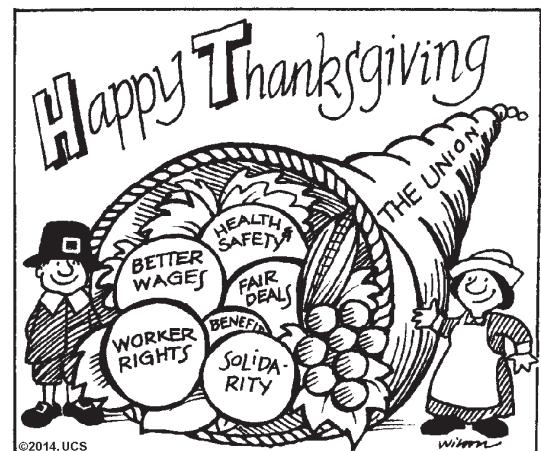
AFL-CIO endorsements for the top races are listed below. A complete list of AFL-CIO political endorsements for legislative races in both states can be found at www.ibew1837.org/endorse.

Maine AFL-CIO Endorsed Candidates

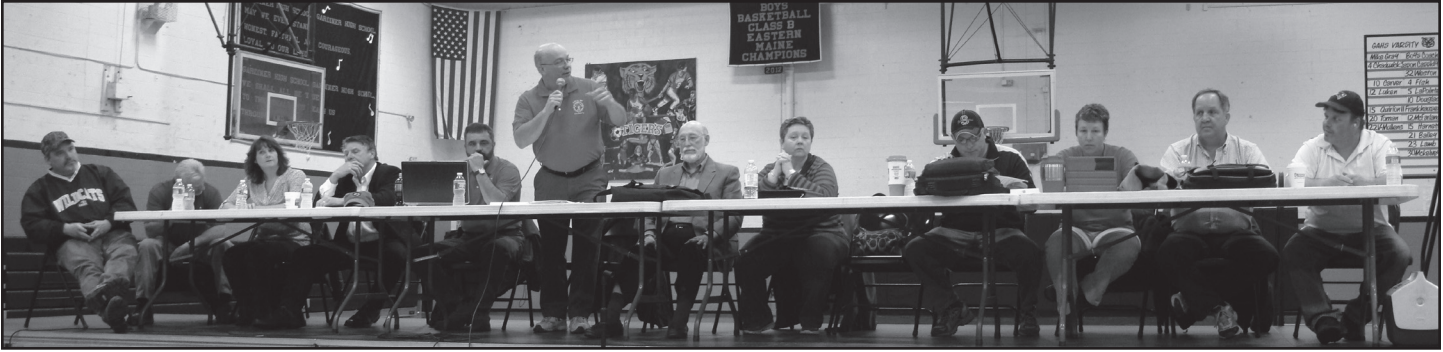
Governor: Michael Michaud
U.S. Senate: Shenna Bellows
Congress, ME CD1: Chellie Pingree
Congress, ME CD2: Emily Cain

New Hampshire AFL-CIO Endorsed Candidates

Governor: Maggie Hassan
U.S. Senate: Jeanne Shaheen
Congress, NH CD1: Carol Shea-Porter
Congress, NH CD2: Ann Kuster



Contract Round-Up: New Agreements Reached in 2014



IBEW Local #1837 Assistant Business Manager Bill Dunn and the CMP Union Negotiating Team responded to questions in Gardiner.

Central Maine Power

Members of IBEW Local #1837 in Central Maine Power Company's largest bargaining unit have ratified a new 3-year, 10-month contract agreement. Union members cast their ballots at various CMP service centers on Tuesday, May 6. A meeting of the membership was held in Gardiner on Sunday, May 4 to discuss the proposal and the Union Negotiating Team's positive recommendation for ratification. While the Local's policy is not to share the percentages of the results of the vote, the Negotiating Team was pleased that 92% of the membership turned out to cast their ballots.

The contract contains wage increases each year of 2.75%, 3%, 3% and 3.25%. It maintained the current health care plan for existing and future hires. It increases the funds that an employee contributes to his or her 401(k) account when working overtime while maintaining the Company's match on their first 40 hours worked. The agreement guarantees the continuation and participation of the annual employee bonus program.

Earlier, CMP union members rejected a modified contract extension in large part due to the Company's offer to maintain the existing health plan for current employees while downgrading coverage for new hires. The ratified agreement maintains the current health plan coverage for all employees during the term of the contract, which expires February 28, 2018.

"It was clear that health care was very important to our members," said IBEW 1837 Business Manager Dick Rogers. "They didn't want a different health plan for new employees to further divide us. Frankly, I think that's a great thing that they're looking out not just for themselves, but for the next generation of CMP workers as well."

Fiber Microwave Technicians and Augusta Call Center Customer Service Representatives recently joined the union and have been incorporated into this bargaining unit. Both groups had earlier ratified their first contracts.

In addition to Rogers and IBEW Assistant Business Manager Bill Dunn, the Union Negotiating Team was joined at the final bargaining sessions by IBEW International Representative Ed Collins and Federal Mediator Joe Keliher. Rounding out the team were Doug Ames, Lisa Bartell, Lisa Bean, Mark Bedard, Greg Fortin, Mark Henderson, Ryan Wilson and Becky Rugan.

Central Maine Power Administrative and Technical Unit

IBEW 1837 members in the Central Maine Power Administrative and Technical bargaining unit ratified a new 4-year contract agreement in March. This group of 42 workers had been working without a contract since July 1, 2013.

Although the contract was ratified, nearly all of the workers expressed disappointment and frustration in the final deal. Those feelings were echoed by union officials.

"By failing to include this one group of workers in the company-wide all-employee bonus, CMP has devalued these employees by sending them a clear message: You're not worth it!" said IBEW 1837 Assistant Business Manager Bill Dunn. "The lack of that bonus is a big disappointment."

Negotiations moved slowly after the previous contract expired last summer with the Company's first offer overwhelmingly rejected by union members in February. With that rejection, members in the bargaining unit authorized a strike but Union and Company officials continued their talks.

Three weeks later, after returning to the bargaining table, CMP's negotiators agreed to withdraw their proposal to make cuts in the value of the health insurance offered to current employees. The cuts will still be applied to new hires, much to the dismay of the union members.

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Contract Round-Up: New Agreements Reached in 2014

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“We can only hope that this positive vote gives the Company the opportunity to do the right thing, and extend the bonus program to these dedicated workers,” Dunn continued.

Workers in the CMP Administrative and Technical Unit organized to join the Union in 2005-2006. Among their responsibilities are maintaining the Automated Metering Infrastructure system, supporting the Energy Control Center, Distribution System Engineering and support, office support, and developing maps for CMP field personnel so they can safely perform their work. Their roles are clearly in line with the metrics of the bonus.

The 4-year agreement includes retroactive pay back to the contract start date of July 1, 2013. In addition to modest wage increases during the term of the contract, other changes include a requirement that all workers in the bargaining unit start contributing to the costs of collective bargaining effective January 1, 2016.

The Union Negotiating Team included Bill Dunn, IBEW 1837 Business Manager Dick Rogers, and bargaining unit members Michelle Crocker, Paul Duperre, Rick Gray and Clint Smith.

Granite Ridge Energy

IBEW 1837 members at Granite Ridge Energy in Londonderry, New Hampshire have approved a new 3-year contract that maintains their current benefits package and increases their wages by more than 8½% over the term of the agreement.

“I’d like to thank our members Joe Gilmore and Scott Kirby for their efforts in helping us to come to this reasonable agreement,” said IBEW 1837 Assistant Business Manager Tom Ryan. “Our Business Manager Dick Rogers and I are grateful to them for their hard work as part of the Union Negotiating Team.”

In addition to continuing their health insurance coverage with no changes or cost increases, members will receive wage increases of 2.5%, 2.75% and 3.375% during the contract period. There were few other substantive changes from the previous agreement other than a provision that will require the Company to provide nine days’ notice for any change in their work shifts.

IBEW represents 20 members at Granite Ridge Energy including Control Room Operators, Water Treatment Operators, Maintenance Mechanics, Instrument Control and Electrical Technicians, Warehouse Technicians, and Balance of Plant Operators.

The natural gas-fired power plant is operated and maintained by North American Energy Services (NAES), which currently supplies both management and labor for the plant’s owners.



From left: IBEW 1837 Business Manager Dick Rogers, Chief Steward Steve Paine, Steward Al Newton and IBEW 1837 Assistant Business Manager Tom Ryan.

A proposed expansion of the Newington rail facility that could expand the work at Sea-3 has encountered some opposition in the surrounding communities. A final decision is not expected until sometime next year.

IBEW 1837 Business Manager Dick Rogers and Assistant Business Manager Tom Ryan praised the work of their fellow negotiating team members: Chief Steward Steve Paine and Steward Al Newton.

“They did a great job and were considerate of the Company’s economic condition, as was the rest of our membership at Sea-3,” Ryan said. “They are proud of the work that they do and are hopeful that the Company will prosper in the future.”

Sea-3

IBEW 1837 members at Sea-3 have ratified a new, 2-year contract with an immediate 4 ½% wage increase. Sea-3 is a propane terminal facility in Newington, NH.

Union members agreed that Operators would assume extra duties that were previously performed by managerial staff and some represented members. Those employees no longer work at Sea-3 and were not replaced by the Company. That portion of the agreement will terminate at the end of the contract term or if new employees are hired to fill those jobs. The new collective bargaining agreement contains no other changes.

Sea-3 has not been consistently profitable in recent years due to changes in the propane marketplace. Previously, the Union had participated in concessionary bargaining in order to help the Company get back on its feet.

IBEW 1837 Union Membership Continues to Demonstrate Benefits

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When an agreement between the Union and the Company can't be reached, some grievances are good cases to take to arbitration where a neutral third party will decide the outcome. The process can be time consuming, costly, and is often less than perfect, but if a grievance is appropriate for it, it is one more opportunity for your Union to seek a just solution to a problem.

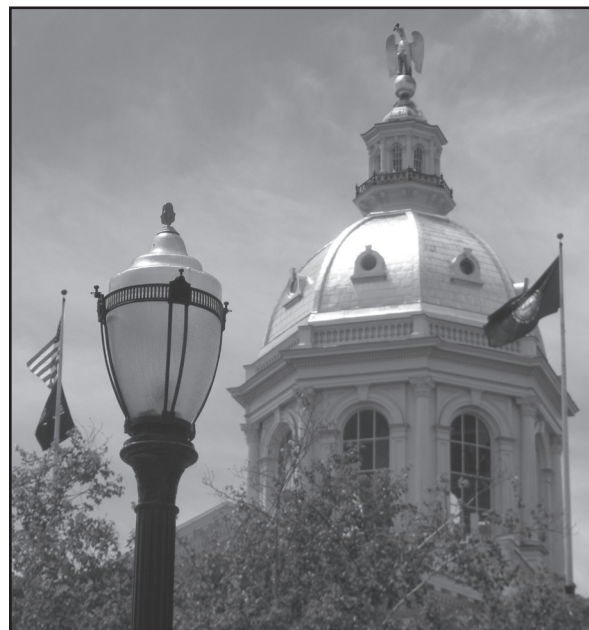
Access to grievance and arbitration procedures is one of the major differences between a union workplace and a non-union workplace. Some grievances lead to significant awards of back pay to members who may have been excessively disciplined or terminated. This is important protection from unfair treatment or favoritism that non-union workers don't have.

Periodic grievance updates are emailed to members who have supplied the Union Office with a home email address. Send your email address to union@ibew1837.org or use the "Contact Us" feature at ibew1837.org.

Helping with Legislation Affecting Our Members

In New Hampshire, some consumer and environmental groups have been pressuring the State Legislature and the New Hampshire Public Utilities Commission to force PSNH to divest their generating assets. House Bill 1602, "An Act relative to the divestiture of PSNH assets," authorizes the New Hampshire Public Utilities Commission to determine whether some or all of their generating assets should be divested. IBEW Local #1837 was able to introduce an amendment to the bill that provides our members the enhanced severance benefits in the current Generation contract even if a power plant is closed instead of sold. After IBEW Local #1837 provided testimony in a public hearing, our amendment received bi-partisan support and was approved by the Energy and Natural Resources Committee. The bill passed the full House and Senate before being signed into law by the Governor.

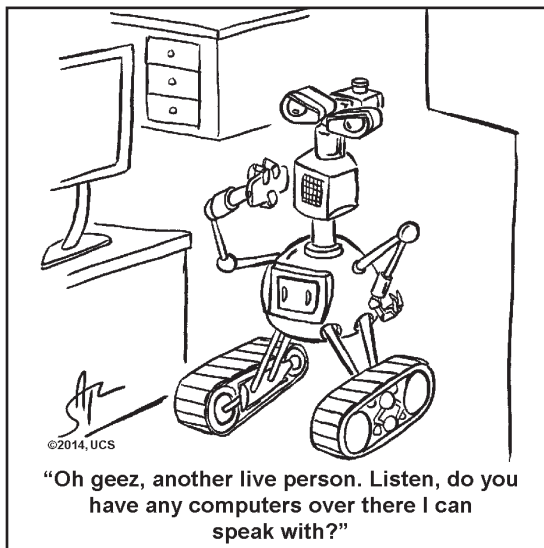
The divestiture case is now before the New Hampshire Public Utilities Commission. IBEW Local #1837 has successfully registered as an intervener in the PUC case to represent the interests of our members who are employees at the PSNH Generation Facilities. We will be attending all the hearings in the case and making sure the voices of the workers are heard loud and clear. Members can follow the case (Docket DE 14-238) on the PUC Website: www.puc.state.nh.us



New Hampshire State House in Concord

CMP Portland Call Center Closing

The Portland, Maine Call Center for Central Maine Power will soon be closing. While IBEW Local #1837 and our members there are disappointed by the Company's decision, the Union was able to negotiate the effects of the closure and make things easier for our 16 Customer Service Representatives working at that facility.



With the assistance and input of the affected workers, we reached an agreement with the Company that included absolutely no layoffs. All the CSR's now have the option to relocate to the Augusta Call Center. The Union-negotiated agreement delays their transfers more than a year to December 1, 2015. If they choose to make the move, a CSR will receive a \$5,000 payment and double the contractual mileage reimbursement. All of their same working conditions and benefits will continue in Augusta. For those who opt not to make the move, they can take a voluntary severance package of two weeks for every year worked – double the usual amount.

"The feedback I have received from numerous co-workers on the outcome from the bargaining has been positive," said Terri MacDonald, a CSR and member of the Union Negotiating Team. "Once the reality from the decision and the negotiations were completed, my co-workers are now able to make the best decision for them. It's definitely helped take the sting out of this senseless move."

Changes at PSNH Will Affect Some Members

Northeast Utilities has decided to change their material handling and contract some of it out (for now consumable materials) for direct shipping from vendors such as GrayBar. This move bypasses PSNH warehouses and eliminates some of the work that has been done by IBEW 1837 members. In addition, they are starting a pilot program with vending machines at Area Work Centers to disperse certain equipment to employees through an automated system. This raises obvious concerns about the impact on our Stockhandlers at the work centers.

PSNH recently completed a troubleshooting pilot program in the Southern District. Their use of one-person responders to trouble calls for small problems is intended to improve response time. PSNH believes Troubleshooters can quickly fix some customer problems without the need for a traditional two-person line crew. Troubleshooters have historically been used at Central Maine Power and other electric utilities around the country.

PSNH was pleased with the results of the Troubleshooting pilot program and plans on starting an expanded program in 2015. Some of our Lineworkers have expressed concerns on how this will affect their standby weeks. (A standby week is a week where the employee is required to be available to report to work immediately when the Company calls). These call outs were paid overtime which made the restrictions to their non-work hours economically worthwhile. Their frequency will be reduced because the Troubleshooters will be called first and the standby crews will only be called when the Troubleshooter cannot complete the repair. The Company and the Union will be negotiating the terms and conditions of this change.



Celebrating Solidarity and Our National Pastime!

Members of IBEW Local #1837 were out in force this summer attending special "IBEW 1837 Nights" with the Double-A Portland Sea Dogs and New Hampshire Fisher Cats, both in Portland, Maine and in Manchester, New Hampshire as the teams faced off on successive weekends in July.

In June, the Maine AFL-CIO honored our members from CMP and Emera for their organizing victories with a Workers' Solidarity Award. Congratulations to all for their great work!



Quick Notes and Announcements



Negotiations have just gotten underway for a new contract agreement at Portland's **WGME-TV**, owned by Sinclair Broadcasting Group, Inc. Contract talks at **Emera** (including the former Bangor Hydro and Maine Public Service) are expected to begin in June of 2015.

The **Maine AFL-CIO Working Families Legislative Scorecard** was mailed to 50,000 union members to help them see how their state representatives voted on labor issues. You can read it online at: www.maineaflcio.org/scorecard

IBEW Local 1837 and **Central Maine Power** reached a landmark two-year settlement agreement in February that creates new union positions, sets base line staffing levels in each of the classification groupings, provides certain protections against layoffs, and creates new overtime opportunities in areas that are using DLI contractors. This wide-ranging agreement suspended a pending arbitration case over CMP's use of contractors while preserving the Union's right to grieve and arbitrate the present and future use of them. IBEW Local 1837 Business Manager Dick Rogers: "It provides some real job security for our current members at CMP while adding plenty of good-paying union jobs to the workforce."

Bob McNeff has been appointed by IBEW Local #1837 President Ray Colello to fill the vacant Unit 5, Keene position on our Local Union Executive Board. Congratulations to Bob!



IBEW 1837 Unit Meetings

2014 - 2015 Revised Schedule

IBEW 1837 members are welcome at any unit meeting to discuss issues affecting their jobs and their union.

Some meeting dates, times and locations have changed.

Units may not meet during storms or on holidays.

Check with your steward, the union office, or log on to www.ibew1837.org before driving!



Unit 1, Dover: Third Tuesday at 4:30 p.m.

IBEW Local 1837 Office; 680 Central Ave., Suite 202; Dover NH 03820

Unit 2, Manchester General: Second Tuesday at 5:15 p.m.

Plumbers and Pipefitters Local 131 Union Hall; 161 Londonderry Turnpike; Hooksett, NH 03106

Unit 2, Concord Electric Sub-unit: Third Wednesday at 3:00 p.m.

West Congregational Church; 499 No. State Street; Concord, NH 03301

Unit 3, Laconia: Third Thursday at 5:15 p.m.

Laconia Elks Lodge; 17 Sugarbush Lane; Gilford, NH 03249

Unit 4, Berlin/ Lancaster: Fourth Wednesday at 5:15 p.m.

Randolph Town Hall; 130 Durand Road; Randolph, NH 03593

Unit 5, Keene: First Thursday at 5:15 p.m.

January, April and October only: Parlin Field Airport; Airport Road; Newport, NH 03773

All other meetings: Recreation Center; 312 Washington Street; Keene, NH 03431

Unit 6, Portland: First Tuesday at 7:00 p.m.

Teamsters 340 Union Hall; 144 Thadeus Street; South Portland, ME 04106

Unit 7, Lewiston: First Wednesday at 7:00 p.m.

IBEW Local 567 Union Hall; 238 Goddard Road; Lewiston, ME 04240

Unit 8, Augusta: Third Wednesday at 4:30 p.m.

IBEW Local 1837 Office (Conference Room); 16 Old Winthrop Road; Manchester, ME 04351

Unit 9, Waterville: Second Wednesday at 6:00 p.m.

IBEW Local 1253 Union Hall; 176 Main Street; Fairfield, ME 04937

Unit 10, Bangor/Ellsworth: Third Thursday at 5:30 p.m.

January, April, July and October only: Ellsworth City Hall; 1 City Hall Plaza; Ellsworth, ME 04605

All other meetings: Solidarity Center; 20 Ivers Street; Brewer, ME 04412

Unit 11, Presque Isle: Fourth Thursday at 7:00 p.m.

Hampton Inn; 768 Main Street; Presque Isle, ME 04769



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November 11

VETERANS ★ DAY ★

Thank you for your service and sacrifice

UCS



The Current

Newsletter of IBEW Local 1837
207-623-1030 or 603-743-1652
www.ibew1837.org

President - Ray Colello

Vice President - Bill Tarallo

Treasurer - Kerry Guptill

Secretary - Pam Paquette

Business Manager - Dick Rogers

Assistant Business Managers -

Bill Dunn & Tom Ryan

Organizer/Newsletter Editor - Matthew Beck

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