Dear Brothers and Sisters,

First of all, I am proud to report that we have successfully linked the Massachusetts, New Hampshire, and Maine union halls.

Local 104 has a jurisdiction that covers fifty-nine thousand square miles from Rhode Island, Cape Cod and the Islands in the South, to the 600 mile border we share with Canada to the North.

When I became business manager, I set a goal of adding a third Union Hall in the North and linking all three halls together. With hard work we did both. We added the Maine office, and linked all three halls together with a state-of-the-art Polycom video conferencing system that allows meetings to take place for all members on the same night despite the fact that the 3 halls are each in a different state and are approximately a 2 hour drive from each other.

As of May 2015, our members in the Maine area can now attend union meetings, as well as get referred cut to work, pay dues and perform any other administrative tasks that they may need to do.

Linking these three halls together will allow us to communicate better and more efficiently which will increase solidarity among the brothers and sisters of 104. This will lead to better organizing, more work, and a stronger local.

As business manager, my number one goal is to keep our members working. But more than that, working in an environment that is both safe and rewarding. We need to continue to reinforce to both our new and present members the importance of adhering to the IBEW Code of Excellence that ensures the high quality and superior workmanship we produce on a daily basis.

The Code of Excellence fosters the highest quality and quantity of work by implementing a system of premier work practices for labor and management. I want to encourage you to regularly review the Code of Excellence, as it will help you perform your job as an IBEW lineman to the best of your abilities.

In front, B.M., Brian Murphy (MA). In back left to right, A.B.M., Jason Bentley (NH) and B.R./O., Tim Burgess

Continued on Page 2
Local 104 Legislative Update - June 2015

What will certainly be a busy year for politics across Local 104’s jurisdiction has gotten off to a good start. So far this year, Local 104 has earned some big wins on the legislative front that will enable the Northern Pass project to move forward. We’re also tracking legislation in Massachusetts that would impact Local 104’s members who work for the T. In Maine, Democrats and labor activists are fighting to stop anti-union “Right to Work” legislation. And finally, with the 2016 Presidential Election around the corner, we’re seeing a flood of Republican and Democratic candidates – including Vermont Senator Bernie Sanders – campaigning in New Hampshire and around the country.

With the Northern Pass getting closer to filing for key siting permits in New Hampshire, we’re gearing up for a big fight to create jobs for Local 104 members. Over the next several months, the developers of this 1200 megawatt transmission project will be filing paperwork with the New Hampshire Site Evaluation Committee to request approval to begin construction.

Delays in the siting process for the Northern Pass are due to the US Department of Energy (DOE) dragging its feet in releasing an important Environmental Impact Study (EIS), which will give state-level regulators the information they need to begin the process of approving the project. The DOE is at least a few months behind schedule, but we expect for the report to be released before this fall. Once the EIS is released, there will be a series of public hearings and other opportunities for Local 104 to make our voices heard. Be prepared to turn out in force to make sure this project gets built!

Thanks to the hard work of Local 104 members and contractors who testified before the New Hampshire legislature this year, we were again able to defeat legislation (HB431) that would have required all future transmission lines in the state to be buried. This would have made it impossible to build the Northern Pass, and would have essentially killed Local 104’s business in New Hampshire in the future. The New Hampshire House voted 213-131 to kill HB431 in March. Another bill (HB626) that would make it harder to build new power lines was referred for further study, which will begin over the summer and fall.

In Massachusetts, we are working against Republican Charlie Baker’s bill (H3347) that could allow privatization of the T. Governor Baker has said this is not his intention, but we are working with the legislature and other partners in Massachusetts to protect Local 104 jobs on the T. This bill is currently in committee, where we are hopeful we can protect against a bad outcome. A final vote likely won’t be held for several months.

In Maine, anti-union “Right to Work” legislation was dealt a significant blow on May 6 when the Labor Committee voted 7-6 to kill it. The floor votes will certainly still be a battle, but the good guys are on top for now. A vote on the floor could come as soon as a month or so.

On the national political stage, candidates for President are hitting the campaign trail and are visiting New Hampshire on a weekly basis. The huge field of Republican candidates is growing, but Hillary Clinton looks to have the Democratic nomination locked up. Vermont Senator Bernie Sanders is also running to be the Democratic nominee, and has generated a lot of energy lately, especially among progressive and labor groups. At this point, it’s hard to see what his path to the nomination would be, but his presence in the race is a positive development. Bernie’s passionate support for working class issues will force Hillary to acknowledge the importance of those issues, and hopefully elevate labor in the national debates.

Huck Montgomery
Director of Government Affairs
Over the past few months, a number of developments regarding the Northern Pass project and New England’s energy scene in general have generated media attention. Here’s a quick summary to get you up to speed.

In March, after months of negotiating with state officials, Eversource Energy, formerly Northeast Utilities, announced that it would sell off all of its power plants in the state of New Hampshire, claiming that this divestiture would save New Hampshire at least $300 million.

Eversource Energy planned to sell its nine hydropower facilities and three fossil fuel plants, including the Merrimack Station in Bow, the Newington Station, and the Schiller Station in Portsmouth.

Eversource said the sale of the power plants would mean customers would no longer have the responsibility of paying for the continued operation of the aging and inefficient plants. They also stated that selling the power plants would prevent ratepayers from having to pay for costly investments that would have been necessary to meet future environmental standards.

Governor Maggie Hassan commented on the planned divestiture saying, “If this approach is successful, we can avoid protracted litigation and focus on making an energy future that is innovative, reliable and affordable a reality. I look forward to working with legislators and regulators to ensure the best outcome for the people of New Hampshire, working in partnership with all stakeholders, including employees, businesses and ratepayers.”

Like Governor Hassan, Local 104 is focused on making New Hampshire’s energy future “innovative, reliable, and affordable” and believes that this drastic new change in New Hampshire’s energy infrastructure will create the opportunity necessary to make the Northern Pass a reality.

Then, in April, the New Hampshire delegation requested that the Department of Energy (DOE) provide an extended public comment period following the agency’s release of its Draft Environmental Impact Statement (EIS) for the Northern Pass. The EIS was supposed to be released this year in the middle of spring, but those dates have been delayed further and the EIS will now be released in June or July. Thankfully, on April 28 the request for an extended period of review for the EIS was denied by the DOE.

Also in April, the Business and Industry Association of New Hampshire hosted a luncheon where they presented ‘Relieving the Energy Crisis: Update on New Hampshire Infrastructure Projects.’ The luncheon took place at the Radisson Hotel in Manchester from 11:30 a.m. to 1:30 p.m. The presentation discussed the importance of increasing New Hampshire’s energy infrastructure and diversifying its energy portfolio.

The presentation addressed the continuing energy crisis by focusing on the most prominent, yet pending, infrastructure projects in the state: Kinder Morgan’s Tennessee Gas Pipeline project, the Spectra Energy, Eversource and National Grid Northeast access project, and Eversource Energy’s Northern Pass project.

All of the activity that has taken place in the last few months should remind us of how important the Northern Pass is in both diversifying New England’s energy supply and increasing its energy infrastructure.

As most of you know, the Northern Pass calls for the construction of transmission lines that will bring clean, affordable, hydroelectric power into New Hampshire and the rest of New England. IBEW Local 104 supports the project, primarily because it will create more than 1,200 jobs per year during the three-year construction phase. Not only will it create these jobs, but it will also provide a clean form of base load energy to the region that will reduce the cost of utilities.

IBEW Local 104 will continue posting updates related to Northern Pass developments on its blog located on our website: www.ibew104.org/blog.

For additional information about the positive benefits Northern Pass can provide, visit the New Hampshire Coalition for Secure Energy: www.nhcse.org.

**Training Announcement**

Mick Van Natta is now the new Apprenticeship Coordinator for NEAT.

Please do not hesitate to contact with any questions. Congratulations Mick!

**Submit Your Pictures!**

Please submit your photos to photos@ibew104.org so we can share them in the union halls, on our Facebook page and on our website. Please include your name, the names of the people in the picture, where the photo was taken, and with which contractor you were working.
Message from Hugh Boyd

Throughout the 1930-1940s, Catholic labor schools were launched in school buildings and parish basements in well over 200 cities across the US. Rank-and-file union members, stewards, officers and negotiators were trained in leadership, labor law, organizing, contract negotiation, grievance handling, public speaking, ethics and union governance. Those students brought along co-workers of all denominations. Now, there is only one; The Boston Labor Guild. The Guild was officially re-established in 1953 by Archbishop Richard Cushing. The Guild is the lone survivor for teaching working families labor laws and rights.

This past Labor Guild term was the 125th and it was attended by many different unions from across eastern Massachusetts. This term, one of our members drove down from Maine to attend the Guild located in Weymouth, MA, Brother Sean Matthews. Brother Matthews attended the Negotiations Workshop with Mr. Paul F. McCarthy. This was a nine week, two and one half hours per night course. Brother Matthews made this commitment to his brothers at Local 104 all the while his wife was expecting their second child. I am happy to say that the Matthew’s family welcomed a beautiful little girl during his first semester at the Guild. Some people say there is no time to do these activities to help our membership become strong. Brother Matthews did this after working on high-line transmission towers during the day; commendable to say the least. Thank you to him and his family!

The next classes at the Guild will begin on September 28 - November 16, 2015. If you wish to join me on my 10th term at the Boston Labor Guild, please let me know.

In Solidarity,
Hugh A. Boyd
Assistant Business Manager/Treasurer

Employee/Office Listing

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802-869-1798 Fax
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Laurie Gowen
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Colleen Eaton
Ext. 1204 - Office Admin
Jason Bentley
Ext. 1202 - Asst. Business Manager

OSHE Dept: NH Office
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503-869-2793 Phone
Julie Morris
Ext. 1201 - Office Admin

ME Office:
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508-869-0986 Fax
508-869-3900 Phone

Elise Joyce
Ext. 1100 - Office Admin
Karen Murphy
Ext. 1110 - Office Admin
Hugh Boyd
Ext. 1101 - Treasurer/Asst. Business Manager
Ryan Demeritt
Ext. 1102 - President
Jim Breare
Ext. 1106 - Referral Agent
Brian Pierce
Brian Murphy
Ext. 1109 - Business Manager

OSHE Dept MA Office:
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508-869-5856 Phone

Lauren Dolan
Ext. 1104 - Office Admin
Kathy Tilden
Ext. 1105 - Office Admin
Paul Loughran
Ext. 1106 - Safety Director
Sean McNamara
Ext. 1103 - Safety Specialist
Ryan Demeritt
Ext. 1102 - Safety Specialist

Mark Your Calendars

11th Annual IBEW Local 104 Lineman Rodeo & Summer Outing
August 8, 2015
American Legion, Epping, NH
Climbing starts at 11am
Pony Rides: 2-4pm
Face Painting: 12-2:30pm
Balloon Animals: 1-3pm
Lunch served: 11-2:30pm
(Burgers & Hot Dogs)
BBQ Dinner: at 5pm
by Lee Circle Grocery
For more information or team registration, contact:
Jason Bentley 207-475-7789

Union Night at the Fisher Cats vs. Binghamton Mets
Friday, August 21, 2015
Manchester, NH
Dinner Buffet: 6:30-8:00pm
All you can eat hamburgers, hot dogs, baked beans, garden salad, cookies, water, fruit punch and iced tea.
Game: 7:05pm
For more information and tickets, contact: Laurie Gowen at 603-869-1143 x1200
or laurie@ibew104.org

IBEW Local 104 Golf Tournament
Friday, August 14, 2015
Crosswind Golf Club
424 Long Pond, Plymouth, MA 02360
Registration: 7:00am
Shot-Gun Start: 7:45am Sharp
For more information contact:
Hugh Boyd boyd@ibew104.org

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www.ibew104.org
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First Woman to Become a Journeyman Lineman in Local 104 Retires

20 years ago, a mother of two dared to apply to become a JL and is now retiring as the first woman JL in Local 104’s 115-year history.

Judy McAndrew was asked an interesting question in her interview. Someone asked: “The dangers of line work could leave your children without a mother. What would that do to your children?” She replied, “What would it do if my husband was killed driving to work? Give me a chance, I won’t let you down.” Her direct nature and determination followed throughout her career.

With names like Lavey, Miller, Mackie and Cabral guiding Judy throughout her apprenticeship, becoming a JL was a year away although work in New England dried up. Her end goal would be met on the road. With two small children and the support of her best friend/husband, Richard, Judy headed to NY to complete her apprenticeship. A year later, she became a JL.

Judy worked for many companies, but for the past 21 years, she worked for the M.B.T.A. Judy led by example as an Executive Board member, steward, contract negotiator and most importantly, a true sister/friend. We (I) miss her already and hope she enjoys her retirement! She earned it!

Hugh A. Boyd
Assistant Business Manager/Treasurer

104’s Derrick Maciel Wins 2nd Place in IBEW Photo Contest

Derrick Maciel, a third-year apprentice lineman working for contractor L.E. Myers Co., took this photo of a traveling apprentice, left, and fellow Local 104 apprentice. Brian Wilson, while they were putting new lines on a transmission tower that stood more than 360 feet above the Penobscot River in central Maine.

Being high above the ground inspired Maciel to take the photo with his camera phone. “It was one of those things where you’ve never seen anything like it – you just have to take a picture.”

Local 104 is proud to congratulate Derrick for his high placement in the photo contest, as well as applaud the hard work all the 104 apprentices do.

Scholarship Winners

2015 SCHOLARSHIP WINNERS - MA AFL-CIO

$1000 for 4 years to Katherine Lee, Sister Jacqueline Lee’s daughter
$500 for 4 years to Amanda Romanelli, Brother Arthur Romanelli’s daughter

2015 IBEW LOCAL 104 SCHOLARSHIP WINNERS

$1000 – one time winner - Jen Dooley, Brother James Dooley’s daughter
$500 – one time winner - Ryan Gautreau, Brother Michael Gautreau’s daughter
$500 – one time winner - Tess Connors, Brother Robert Connors’ daughter

Retirees

The next Retiree’s Meeting will be held on Wednesday, September 16, 2015 at 11:30 am at Doyle’s Café, 3484 Washington Street, Jamaica Plain, MA.

This is a great opportunity for our retirees to get together and catch up.

All retirees are welcome.

Please send your e-mail address to boyd@ibew104.org for more information.

IBEW 104 Code of Excellence

The IBEW Code of Excellence is a call to personal responsibility, and applies to the workers on the job, as well as to the NECA contractors charged with the work.

The Code of Excellence puts into writing common sense values designed to produce the best product. It is a formal agreement entered into by both labor and management as it relates to a particular job. Before any job begins, everyone involved, from worker to contractor, must sign on the dotted line.

Over the last several years the NECA-IBEW team has successfully performed hundreds of jobs under the Code of Excellence.

**IBEW Code of Excellence**

- Arrive to work on time, ready, and willing to work.
- Follow appropriate employer and customer work rules.
- Promote an alcohol and drug free workplace.
- Work in a safe and healthy manner.
- Respect management, customers, and coworker’s rights and property.
- Give 8 hours work for 8 hours pay

For more information on the Code of Excellence, please visit: www.ibew104.org/about/code/

Message from Jim Breare

Brothers and Sisters,

We have survived another brutal winter. Our work picture is looking favorable with jobs starting in all sections of our jurisdiction.

Just a reminder that to be referred out, your dues must be paid and your certifications must be current. If you have upgraded any licenses, please make sure the Safety Office has them on file. I am here every day to answer any questions and to keep all members current on job opportunities.

Have a safe and happy summer.

Jim Breare
Refferal Agent