



ON THE WIRE

The Newsletter of IBEW Local 104

FALL 2019

IBEW



LOCAL 104

INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS

BUSINESS MANAGER'S MESSAGE



Slowly, but surely, linemen are being recognized as first responders.

On October 11, I had the privilege of representing IBEW

Local 104 during an interview on a local television station.

During the First Responder Friday segment on Fox Boston 25 News, I discussed what it means being a first responder.

Over the last decade, linemen have gained more recognition as first responders and it is appreciated.

We battle the elements on the front line, clearing the way for other first responders as we power up essential places such as hospitals, police stations, fire stations and other state agencies.

While the general public bunkers down for a storm, we stand ready to head out into the elements, putting our lives on the line in order to restore power and make an area safe from downed powerlines.

You are sometimes the forgotten group of heroes, who put others before your own family.

We all know though, the rewards of

helping others regain their way of life is priceless.

This interview was a nice way to remind the public who we are and what we do.

As I have often said, we work with anything from nine volts to lightning bolts. We never know the exact conditions we will be working in until we are out in the storm, ice, snow, wind, etc.

Whether it is keeping the trains moving at the MBTA or chasing a local storm, we take great pride in helping others get their power back on, and that alone makes me proud to be the Business Manager of such a great group of members.

If you did not see the interview or would like to educate someone on what we do, please share the First Responder segment, which was posted on our Facebook page, facebook.com/IBEW104, on Oct. 11.

Organizing the Canadian Workforce

I want to devote a little bit of space to talk about my continued commitment to organize the Canadian workforce, who crosses the border on nearly every storm.

Back in 2014, I started fighting this battle.

Quite frankly, if not for all the help from our members who send us pictures, and

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19TH ANNUAL GOLF OUTING

On August 9, 2019 IBEW Local 104 held our 19th Annual Charity Golf Outing at Stow Acres Country Club. In the past few years, our charity has been decided by Local 104 members and attendees of our tournament in order to benefit an organization close to our hearts. Each year, Local 104 continues to advance in raising money for a charity that is in need. This year, all proceeds went to Dream Day Of Cape Cod suggested by George Woods.

Dream Day Of Cape Cod is a non-profit organization based in Brewster, Massachusetts, dedicated to bringing respite into the lives of children with serious and/or life-threatening illnesses and their families. We had overwhelming support in raising a record \$16,900 and surpassing our goal.

Thanks again for your generous donation and supporting the IBEW Local 104 Golf Outing.



MESSAGE FROM **TIM BURGESS**



Local 104 Members:

Work has been steady in Maine with ongoing distribution for Emera and CMP along with some transmission maintenance.

As always, we are being hopeful that this trend will continue and improve going into 2020.

NECEC UPDATE

In September, the Land Use Planning Commission (LUPC) held its monthly meeting in Brewer. The afternoon agenda allowed for deliberating and possibly voting

on the NECEC project.

The commission deliberated and discussed the project for approx. 2 hrs. The main point of contention was a very short portion of the proposed R/W on the south side of the Beattie pond. The commission ultimately decided not to hold a formal vote at this meeting.

The engineering and real-estate team was in ongoing negotiations for an alternative route, and subsequently secured one.

The only way for the commission to evaluate this new route was for the developer to petition to reopen the record. The record was reopened allowing an additional 90 days of consideration from the LUPC.

Building Electrical Infrastructure is a very large part of what we do. Being supportive during the development and permitting process of these projects can have a positive impact on the outcome.

If any 104 members would like to attend future public hearings/meetings or show support through letters and or emails, please contact Stacy at the Lewiston office - 207-241-7691, or call me on my cell 207-294-1113.

The 2019 fall certs schedule wraps up in Lewiston on November 22. The 2020 spring schedule will be announced by mailers and on the website.

Thank you,
Tim Burgess,
Business Representative

MESSAGE FROM **DAVE MOREAU**



Hello Brothers and Sisters,

With the election season behind us, the new Examining Board would like to remind you that if you

feel that you are in a classification that does not fit your experience level anymore, apply for an upgrade. Groundman can become Driver Groundman, Driver Groundman can become B Operators, B Operators can become A Operators and JT's can work towards their JL tickets.

Most of these upgrades take time, but are well worth the effort, as you will see raises in pay and annuity, as well as make yourself more employable down the line. Contact me at moreau@ibew104.org to find out how we can start the process.

On an organizing note, I have spent some time recently traveling to conferences where the International Office has really beaten everyone over the head about their numbers.

When I was in the tools, numbers never really meant a lot to me, but as your Membership Coordinator, it is my job to look at them and try to figure out a plan for the future of Local 104.

What I have learned over the past few months at these conferences is numbers do not lie.

For instance, we at Local 104 have an aging workforce, as 36 percent of our working members are age 55 or older. This means about a third of our working members are nearing or are at retirement age.

Statistics also show we have about 70 percent of the market share in our jurisdiction, which is good, but we can do better.

Our Local essentially has all the line work in Massachusetts and Rhode Island, and are making great strides to increase market share in New Hampshire, Maine and Vermont. In these three states, we once had no market share, but we are making inroads and are beginning to turn the tide.

These numbers show we have the ability to both lower the average age of our membership, while also improving our market share – especially in the tela-data field.

It all starts with organizing.

We all need to play a bigger role in helping to organize the unrepresented line worker.

Notice I did not call them the “R” word, or nonunion. These workers are doing the same work, sitting on the same trucks, chasing the same storms and turning the same wrenches as us, just with different hardhats on. So, why would we treat them so differently?

Most of them do not know what they are missing.

We need to educate them every time we seem them. If you drive by someone, stop and talk to them. When you see them on storm work, talk to them. If you see them at the hotel or restaurant, talk to them.

Let me put to bed the notion about, “They are going to steal our work!” That is bologna! They are already doing more of the work in New England than us. Let that sink in for a moment.

Imagine, just imagine, if we could turn those market share numbers around. Imagine the power we would have at the bargaining table for our next contract.

With a bigger share of the work, more jobs call for more new blood. We can monopolize the work, increase our members, recruit more apprentices and lower the percentage of our aging workforce.

It all starts with little conversations.

I cannot do this job alone, so please, Brothers and Sisters, talk to the unrepresented worker. Tell them what we have to offer. Give them my contact information and the Union Hall's contact information. Try to setup a sit down with them and spread the IBEW's message.

In Solidarity
David H. Moreau
IBEW Local 104
Journeyman Lineman
Membership Coordinator
207-347-0665

DEEPEST SYMPATHIES

The IBEW Local 104 officers, members and staff would like to extend our condolences to the families of Local 104 members who have recently passed:

Thomas Burns (85 yrs. old)
Michael Frazier (54 yrs. old)

John Wettergreen (43 yrs. old)
Ellis Wilkins (85 yrs. old)



SAVE THE DATE

LOCAL 104 CHRISTMAS PARTY



Saturday,
December 14, 2019
Double Tree by Hilton
2 Somerset Parkway
Nashua, NH 03063



JOHN HANCOCK



Friday, December 6, 2019
NH Union Hall
10am -2pm

Local 104 annuity administrator, John Hancock, will be sending a representative to the Barrington, NH Union Hall. They will be available to answer any annuity or investment questions you might have. We encourage you to use this resource in order to fine tune your retirement portfolio and use any and all services John Hancock provides. There will be a brief overview followed by one on one questions and answers.

UNION MEETING REMINDER

All union meetings are now held on the 3rd Thursday of each month at ALL three locations; MA, NH and ME halls and are connected through video conferencing.



EMPLOYEE/OFFICE LIST

NH Office

22 Old Concord Turnpike
Barrington, NH 03825

603-868-1798 Fax
603-868-1143 Phone

Laurie Gowen	Ext. 1200 - Office Admin
Colleen Eaton	Ext. 1204 - Office Admin
Jason Bentley	Ext. 1202 - Asst. Business Manager

OSHE Dept: NH Office

603-868-1522 Fax
603-868-2789 Phone

Julie Morris	Ext. 1201 - Office Admin
Derek Martin	Ext. 1207 - Safety Specialist

ME Office

238 Goddard Road
Lewiston Maine 04240

207-241-0899 Fax
207-241-7691 Phone

Stacy Brann - Office Admin
Tim Burgess - Business Rep.

MA Office

900 South Main Street
Mansfield, MA 02048

508-660-0986 Fax
508-660-3900 Phone

Elise Joyce	Ext. 1100 - Office Admin
Karen Murphy	Ext. 1110 - Office Admin
Hugh Boyd	Ext. 1101 - Treasurer/ Asst. Business Manager

Jim Breare Ext. 1106 - Referral Agent

Brian Pierce Ext. 1107 - President

Dave Moreau Ext. 1102 - Organizer

Brian Murphy Ext. 1109 - Business Manager

OSHE Dept: MA Office

508-668-6158 Fax
508-668-5856 Phone

Kerry Bissinger Ext. 1104 - Office Admin

Kathy Tilden Ext. 1105 - Office Admin

Ryan Demeritt Ext. 1102 - Safety Director

Sean McNamara Ext. 1103 - Safety Specialist

MESSAGE FROM **JASON BENTLEY**



Sisters and Brothers,

As we head into the winter months, Local 104 and NEAT are staying busy in the NH hall. A boot-

camp will be starting in November with 25 prospective apprentices trying to make the cut. These apprentices will learn to climb and receive all the necessary certifications during the 8 weekend bootcamp. Also, while the bootcamp is going on, NEAT and 104 will be continuing the process of energizing a portion of the training yard to simulate real world situations in a controlled environment. The goal of this training is to heighten awareness and

instill good work practices. This training will allow apprentices the opportunity to develop the clear, critical thinking required to perform this work safely and efficiently. The unit is on site and we are making progress on the installation. We hope to have it up and running by the end of the year.

The work picture is very good with distribution and transmission work coming in all the time. There is work all over the country at this point and we have members working from coast to coast. The safety department is having regular certification classes at all 3 Union Halls. If you find yourself out of date, call the Hall and sign up.

Local 104 annuity administrator, John Hancock, will be sending a representative to the Barrington,

NH Union Hall, at our request, on December 6, 2019. They will be available from 10am until 2pm to answer any annuity or investment questions you might have. I encourage you to use this resource in order to fine tune your retirement portfolio and use any and all services John Hancock provides. There will be a brief overview followed by one on one questions and answers.

And as always, the monthly Union meeting is on the third Thursday of the month. I will see you there.

Thanks,
Jason Bentley
Assistant Business Manager/
Recording Secretary

MESSAGE

Continued from page 1.

provide us with the location and number of crews out there, we would not have made much progress on this important issue.

While I have written letters to the President of the United States, governors, senators and local politicians asking for help with this battle, your evidence has made the biggest difference.

This year, we successfully won a labor management judgement against two Canadian contractors who were signatory with us.

Despite being signatory, they were bringing their members into our jurisdiction and did not send us the funds we were due.

Additionally, three other Canadian companies, K-Line, K & M and Gagnon,



each agreed to pay into all the funds while working in our jurisdiction.

Thank you to all the members who take the time to help with this ongoing issue.

This topic is important to the Local, especially as it pertains to multiple financial funds.

Each time you report activity of Canadian companies doing work in our territory, you are helping protect our finances.

Happy Holidays

Lastly, please consider attending

our Christmas party, which is always a good time. The food is excellent and the party provides everyone a chance to catch up with those you have not seen in a while. Notices with details will be going out soon, so Save the Date, Saturday, December 14th.

Also, I thank everyone who supports me in my position as Business Manager, including a special thanks to the Local 104 staff and crew.

You play a huge role in our union and provide guidance to my position, helping Local 104 to remain a strong and vibrant union. I could not do this job without you.

On behalf of the staff and Executive Board, I wish all of our members and your families a Merry Christmas and Happy New Year.

Fraternally,
Brian Murphy,
Business Manager/Secretary Treasurer



IBEW Local 104
 22 Old Concord Turnpike
 Barrington, NH 03825



CONGRATULATIONS

The IBEW Local 104 officers, members and staff would like to congratulate the members who have recently retired. We wish you all a very happy and healthy retirement.

Gerald Coughlan
 Michael Lisenby

Ross Glidden
 David Muir

Kevin Murphy
 Ronald Scioletti



Congratulations, also, to our members who have recently topped out to Journeyman Lineman!

Davis Blackburn
 Geoff Breault
 Ralph Briere
 Nicholas Clark
 Samuel Count
 Randal Decker

Donny Desmarais
 Evan Dobbie
 Derek Dumont
 Jonathan Gallant
 Isaac Houston
 John Kemp

Emma Landherr
 Randy Osborne
 David Patenaude
 Jacob Perry
 Thomas Rice
 Timothy Rose

Cameron Sanville
 Daniel Seymour
 Adam Tenney
 Ben Weeman
 Tyler Wintle

*We would like to wish our members
 and their families a very happy holiday season.*

