



# The Current

## News from IBEW Local 1837

Summer 2016

International Brotherhood of Electrical Workers - Maine & New Hampshire

### Documentation Key to Helping Your Union Help You!

Members of IBEW 1837 can protect themselves and potentially provide invaluable assistance to their union by routinely documenting important issues and discussions at work.

Whether your union is investigating a grievance or pushing back against a management decision that hurts our members, it is vital that we have the documentation necessary to make our case to company officials, or, if necessary, to an arbitrator.

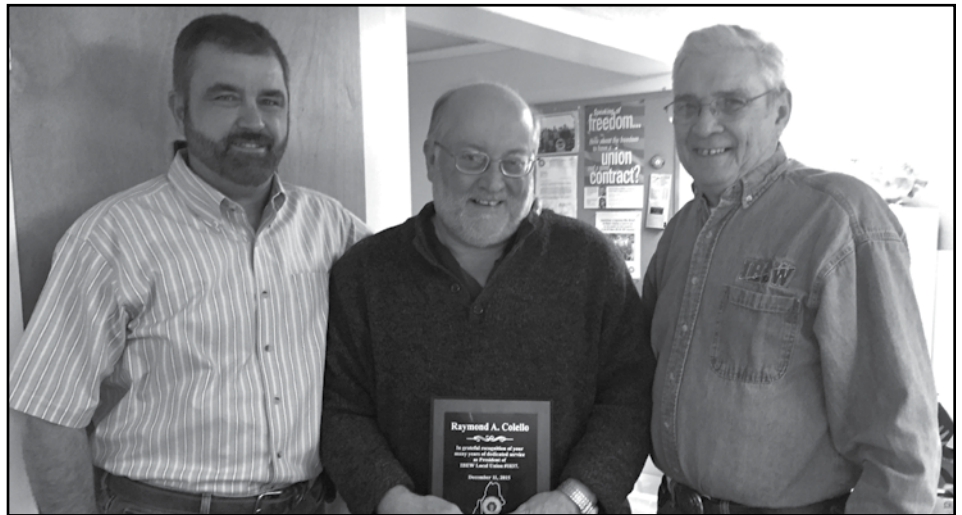
If a policy, procedure or benefit is not included in our contract but is delivered verbally by a supervisor, the human resources department or another company official, it may be difficult for IBEW to effectively use that information. It may be impossible to defend the actions of our members or obtain a promised benefit unless we can obtain documentation that verifies your account or version of events. It can simply become a "his word against yours" situation that will make it very difficult for the union to successfully advance your case.

All IBEW 1837 members - not just Stewards - are strongly encouraged to develop good record-keeping habits. Verbal assurances from supervisors or the recollections of you and your co-workers aren't good enough. Get it in writing!

If you have a question about a policy, procedure, benefit or directive that concerns you, send an email to your supervisor or the Human Resources Department so that you

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### IBEW 1837's Ray Colello Steps Down After Nearly 25 Years as President



*Business Manager Dick Rogers thanked outgoing President Ray Colello for his many years of dedicated service to IBEW Local #1837 and was joined by incoming President Bill Tarallo. Brother Tarallo was succeeded as Vice President by Michelle Crocker.*

Throughout the years, first as a Union Steward and Chief Steward in the 70's and then as a Union Executive Board Representative throughout the 80's, leading to his role as President of IBEW Local #1837 beginning in 1991, Ray Colello has always been a devout and dedicated trade unionist. His decision last December to pass the baton to Vice President Bill Tarallo to finish out his term was one he made because he thought it would be best for the Union.

Brother Colello started his full-time career as a General Helper for Central Maine Power in 1972 working at Wyman Station on Cousins Island, Maine. Later, with deregulation of electric utilities and after the sale to Florida Power and Light (now known as NextEra), Ray worked as a Senior Production Tech A shift worker for the last ten years. His father had worked at Wyman beginning in 1964 after several years at the South Portland Cape Steam Station beginning in the mid-to-late 50's.

"I learned most of what I knew about unions from my dad and joined the union as soon as I could," Colello said. "Union members have somebody to speak for them when they are mistreated. They also have the right to a safe workplace. If the working people are put in a bad situation, it's not just you that the company is affecting but your family and your family's future."

In more than 24 years as President of the Local, Ray Colello has faced many difficult challenges but feels especially proud that the union's leaders and members stepped up to make changes to the dues structure that were necessary to be effective representing our members.

*Story continued on page 5*

## New Owner, New Contract for IBEW Members at Granite Ridge

An 18-month collective bargaining agreement for 20 members of IBEW 1837 working at Granite Ridge was ratified and went into effect on Sunday, March 27, 2016. It's the first contract for the union local with Calpine Corporation, a Houston-based generator of electricity from natural gas and geothermal resources with more than 80 power plants.

Calpine purchased the Londonderry, New Hampshire gas-fired plant that had been operated by NAES and has renamed it Granite Ridge Operating LLC. IBEW Local #1837 immediately reached out to the new Company and sought to reach a new agreement that would benefit our members. The previous agreement with North American Energy Systems (NAES) did not include contract successor language, so Business Manager Dick Rogers and Assistant Business Manager Tom Ryan knew it was vital to build an amicable and mutually constructive relationship with the new owners as quickly as possible.

"We're pleased that we were able to reach an agreement quickly with Calpine and that they recognized the skills that our members bring to their new asset," Brother Ryan said. "We look forward to working with them to ensure that Granite Ridge remains profitable and our members continue to enjoy the good jobs that they have there."

Members will begin the new contract with the 3 3/8% increase that had previously been negotiated with NAES and will receive a 2 1/2% wage adjustment on the contract's first anniversary of March 27, 2017. The contract will run through September 27, 2017, with an agreement that any future wage adjustment would not take effect until at least March 27, 2018.

Other substantive changes include members being covered by the Calpine Corporation health plan and the important inclusion of successor clause language.

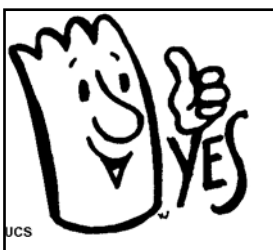
All 20 maintenance and operations employees represented by IBEW Local #1837 will continue working at Granite Ridge under the new ownership. Some non-union staff and management did not retain their jobs.



*Granite Ridge is located adjacent to the Manchester, NH airport.*

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## Eversource NH Field Techs & Specialists Vote "Union Yes"



Field Technicians A/B/C and Field Technician Specialists working for Eversource in New Hampshire have voted in favor of being represented by IBEW Local #1837 for collective bargaining. There are currently 29 workers in the classifications. They are commonly referred to as "Writers" and are responsible for work associated with the design, maintenance, construction and operation of the Eversource electric distribution system in the Granite State.

The National Labor Relations Board election was conducted by mail because the Field Techs and Specialists work throughout the state in multiple locations. The ballots were tallied on Friday, May 28, 2016 at the NLRB Region One office in Boston with a clear majority voting in favor of the Union. Work will begin soon on contract negotiations for these Eversource employees.

"We're planning to get to work on bargaining for this group as soon as possible," said IBEW 1837 Assistant Business Manager Tom Ryan. "We'll be working with the Writers to select contract team members and to review contract proposals before we sit down at the table with the Company. Since the Writers voted to be included in our existing bargaining unit, it should help to streamline the negotiations and allow us to reach an agreement for them to consider relatively quickly."

IBEW Local #1837 already represents more than 400 workers at Eversource in their Generation and Utility divisions. The Writers will be included in the Utility collective bargaining unit once they have ratified their first contract.

"This is an exciting victory for the Writers and for our Union," said IBEW 1837 Business Representative and Organizer Matt Beck. "We appreciate them giving us the opportunity to negotiate an agreement that will improve their jobs and future with the Company. We'd also like to express our gratitude to our members and Shop Stewards who took the time to support this campaign in a number of different ways, including having conversations with the Writers about IBEW."

# IBEW 1837 Assistant Business Manager Bill Dunn Retires

After serving union members for more than 20 years, first as an IBEW Shop Steward and then as an Assistant Business Manager beginning in 2006, Bill Dunn retired at the end of September from his position with IBEW and his job at Central Maine Power Company.

Brother Dunn, 55, started working for Maine's largest utility in 1983. After 2 ½ years in the Meter Department, Bill moved over to the Line Department where he spent the rest of his years at CMP. He first became a Union Shop Steward in 1994 at the urging of Bob Dodge, the Assistant Business Manager that Bill would replace 12 years later.

"I became a Steward on the immediate heels of CMP going through a layoff the wrong way," Dunn said. "It didn't affect me directly but it affected everyone around me and it just ticked me off."

Dodge suggested that Bill could channel that energy and anger into something constructive by becoming a Steward. He moved from CMP into his union staff position with the encouragement of other Stewards when he was appointed by then-Business Manager Cynthia Phinney.

Dunn helped countless members during his nine years as an Assistant Business Manager, managing their grievances and arbitrations, answering questions about their contracts (and helping to negotiate those contracts) while maintaining a good rapport and earning the respect of people on both sides of the table.

"The best part of the job was attempting to resolve problems and situations for people but understanding that not everyone would be happy," Brother Dunn said. "The most satisfying moment was prevailing in the CMP AMI (Automated Metering Infrastructure) arbitration knowing that everyone who wanted a job could come back to work. That was a 2 ½ year process!"

Bill doesn't have many specific plans for his retirement other than spending more time at home in York Beach with his wife Linda, their children and grandchildren, while continuing occasional volunteer mission trips with his church. He encourages his union brothers and sisters to embrace their union and work together for better contracts and improved working conditions and not to give in to the forces that seek to divide them.

"Having worked with Bill for over 15 years and closely in the past nine years, his dedication to 1837 will be greatly missed," said IBEW 1837 Business Manager Dick Rogers. "I know personally what it takes to do these jobs and how committed Bill was to doing the best he could for the members. We wish him nothing but the best."



*A Man and His Cake: Bill Dunn has continued to lend his expertise to the union even in retirement.*



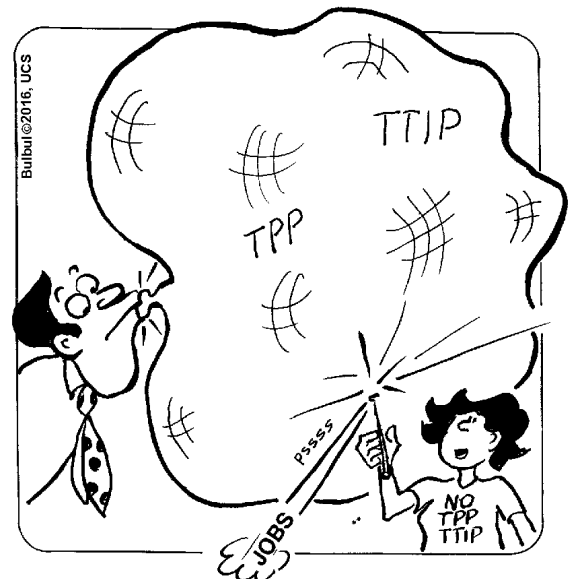
**IBEW 1837  
T-Shirts &  
More!**



Members of IBEW 1837 can custom order their own t-shirts, sweatshirts, and baseball caps online from *Exquisite Stitches*. All clothing is either union made or Made in the USA.

There's a wide variety of available logos, items and sizes available that can be custom stitched by a local company. Go to the website [www.companycasuals.com/ibew](http://www.companycasuals.com/ibew) to check designs or prices and place your order.

You can also get more information about other logo options and special orders of FR (fire retardant) stitching required in some job classifications by contacting them directly. Please send them an email at [Sales@ExquisiteStitches.com](mailto:Sales@ExquisiteStitches.com) or call Judy at 603-401-1263 during regular business hours.



**"Just letting the hot air out of trade agreement promises."**

## Renee Gilman Joins IBEW 1837 Union Staff as Business Rep.

After nearly 20 years as an IBEW union member employed by Bangor Hydro and its successor company Emera Maine, Renee Gilman is now working for Local #1837 as a Business Representative. The newly-created Business Representative position is part of a staff restructuring plan proposed by Business Manager Dick Rogers and approved by the IBEW 1837 Executive Board following the recent retirement of Assistant Business Manager Bill Dunn.

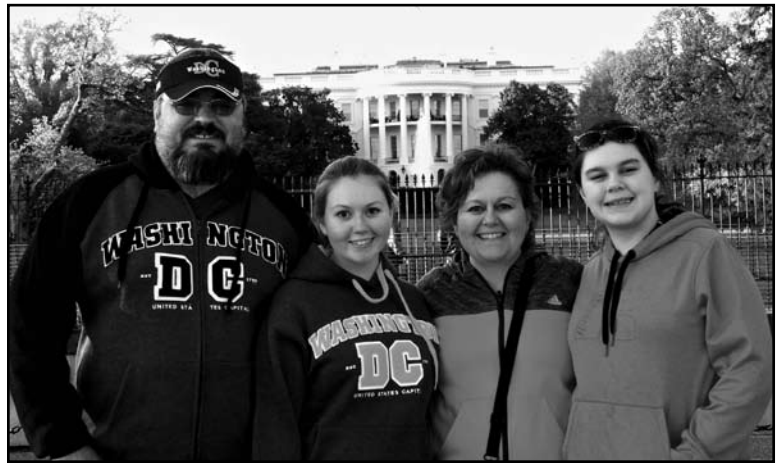
Sister Gilman started working as a Customer Service Representative for Bangor Hydro in 1997. She enjoyed interacting with the utility's customers ("most of them, anyway") and built close relationships with her co-workers at the Call Center. She wasn't there long before she took an active role in her union.

"I came from a Union family, so it's something that's always been important to me. I became a steward a couple of years after I started with the company," Renee said. "I've known about Unions for as long as I can remember. My father worked in a mill the whole time I was growing up. He was a steward and then a Chief Steward there, so it's something we talked about a lot. He never backed down from the company, even when it would have been a lot easier for him. I think he enjoyed the challenge."

In her new job as an IBEW 1837 Business Representative, Sister Gilman is currently working with and for our members at Emera Maine, which is made up of the former Bangor Hydro and Maine Public Service companies. She keeps busy communicating with members on a daily basis via phone, text and email, and working through their questions, the majority of which are contract related. Renee also works closely with Dick Rogers handling grievances and member issues while working with company representatives to try to resolve those issues in a way that benefits our members.

Union building and preparing for the next generation of members at our represented companies are also high on the list of Gilman's priorities in her new role: "Whether that means educating new members about what belonging to a Union means, or talking to high school kids about union job opportunities, I think it's something we all have a responsibility to do," Renee said. "We have a lot of members reaching the end of their careers, and we will need qualified people to take their places."

When she's not working hard to help represent our members, Renee Gilman enjoys spending time with her daughters Elaina and Madi, and her husband Aaron, a Lead Mechanic for Emera Maine in Bangor. They love riding sleds in the winter and boating in the summer. They also enjoy family road trips, especially to Pennsylvania and Washington D.C., Renee said, "even though they usually end up like something out of a Clark Griswold movie!"



*Aaron, Elaina, Renee and Madi Gilman outside the White House while enjoying one of their family road trips.*



### Quick Notes and Announcements



**Unitil CED Electric Distribution Dispatchers** have ratified a new contract that will provide the five workers in that classification a 1% revaluation and 3% wage increase in each of the two years of the agreement. The EDD's will also go from monthly to weekly pay periods for the first time. **Mike Pouliot** provided valuable assistance to the Union effort.

**Ed Goodale and Dan Roy** have been appointed by the IBEW 1837 President to fill the vacant Augusta, Unit 8 and Berlin/Lancaster, Unit 4 representative positions, respectively, on our Local Union Executive Board.

Members of IBEW Local #1837 have elected delegates to represent them at the 39th **IBEW International Convention** in St. Louis. The delegates (in alphabetical order) are **Pat Cote, Renee Gilman, Jeff Huckins, and Pamela Paquette**. Business Manager Dick Rogers and President Bill Tarallo will also represent the Local by virtue of their elected office in the Union. Complete election results are available in the Members Only section at [www.ibew1837.org](http://www.ibew1837.org).

**Labor Day** will be celebrated on Monday, September 5 this year with annual breakfasts scheduled in Portland, ME, and Manchester, NH. An afternoon barbecue will be held in Lewiston, Maine, and activities are also planned later in the day in Brewer, Maine. Check the calendar at [ibew1837.org](http://ibew1837.org) or contact the Union Office at **207-623-1030** or **603-743-1652**.



# IBEW 1837's Ray Colello Steps Down After Nearly 25 Years as President

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"We often had a financial inability to represent people when we needed to (before the dues change). The change to the by-laws that included a percentage of pay (2 hours) gave us the financial structure we have now," he said.

A change of this magnitude required President Colello and other E-Board members to travel throughout Maine and New Hampshire for three months to meet with members and explain the need for the change. The Local was having difficulty meeting operating expenses and the decision to arbitrate some member grievances had to be weighed against the significant costs of the process.

"We actually had the people on our side and willing to pay more dues for the good of the Local," Ray continued. "The people approved it and we've been on an uphill swing ever since."

Brother Colello paid tribute to our members who have the challenging job of representing our members while also working at our represented companies.

"We do a lot of work at the Local, but the real heroes are the Stewards on the job," Colello said.

Ray also expressed his gratitude to many of the Business Managers that he had worked with over the years including Joe Nixon, Kerry Guptill, Dave Bofinger, Bob Dodge, Cynthia Phinney, and the current Business Manager and Financial Secretary, Dick Rogers.

"While I'm very happy for Ray and his wife Debbie, I realize what a void he leaves at IBEW Local 1837," Rogers said. "Ray's constant leadership of over 30 years will be greatly missed and difficult to replace. I can honestly say that no one individual cared more about the plight of the working men and women more than Raymond Colello."

Brother Colello also has an eye on the future of IBEW 1837: "I've been talking to people on the E-Board and at (Wyman Station) about finding some younger people to get involved with the Union," Ray said. "It's tough going to meetings but we all need to find interested younger people to ensure that our legacy lives on. I hope the younger members don't let it fall by the wayside."

As Ray Colello leaves his leadership position, he wants to remind the members of IBEW 1837 of the paramount importance of their health and safety at home and on the job.

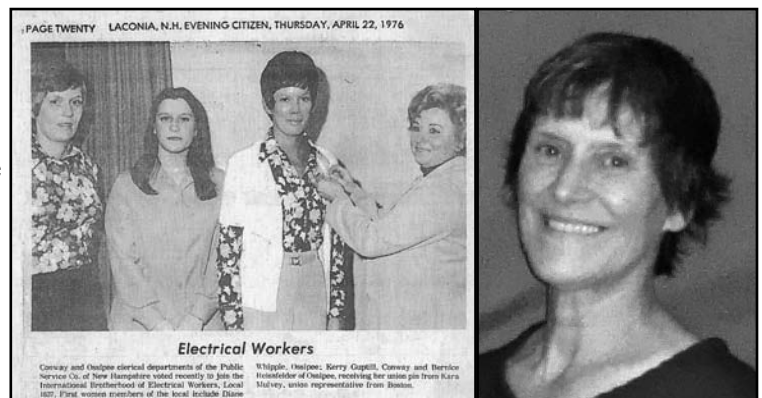
"Many of our members come in contact with electricity or dangerous chemicals. We can't afford to take shortcuts," Ray said. "Whether the Company catches you or God catches you, you're not going to like the outcome."

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## Kerry Guptill Retires Following 40+ Years as Union Activist

Kerry Guptill retired on November 30, 2015, from her position as IBEW 1837's Treasurer and from her job as a Meter Reader at Eversource. Sister Guptill started her remarkable career at Public Service of New Hampshire in May 1972 as a non-union Clerk in the Conway office. She helped lead successful organizing efforts in the Conway and Ossipee offices in April 1976. A few years later, she was helping negotiate contracts for the Union.

Kerry represented our Local as a delegate at every IBEW International Convention starting in 1978 in Atlantic City and running right through 2011 in Vancouver. Although retired, she plans to attend this year's Convention in St. Louis as a visitor.



*Kerry Guptill second from left in a newspaper clipping from 1976 and in a photo taken last year at a labor event in Maine.*

A tireless advocate for all workers and especially members of IBEW, Guptill served the Local at various times as an Assistant Business Manager for New Hampshire, Local Union President, Executive Board Member, and Treasurer. She also served as Vice President of the New Hampshire AFL-CIO.

"As President of the local I would like to say thank you to Kerry on behalf of the membership and all our families for helping to improve our quality of life," Bill Tarallo said. "Her unselfish work for us is truly appreciated. On a personal note, I want to thank her from the bottom of my heart for always being there for me both on the job and off. The thing that I am most thankful for is to be able to say 'I'm Kerry Guptill's friend.'"

## IBEW 1837 Member's Daughter Treated for Rare Form of Leukemia

The young daughter of an IBEW 1837 member at Central Maine Power has been receiving treatments for a rare form of leukemia. Jazzlyn Giuffrida just celebrated her first birthday in December and has been a patient at the Barbara Bush Children's Hospital in Portland.



*Jazzlyn Giuffrida (family photo)*

CMP Customer Service Representative and Union Steward Joe Giuffrida and his wife Jamie Lynn were hit with unexpected expenses during a very difficult and challenging time. They also lost much of Jamie Lynn's income since she has been unable to work while caring for her daughter and traveling between Augusta and Portland. (Joe was able to take 10 weeks of paid leave but has since returned to work.)

CMP, the First United Pentecostal Church and members of IBEW Local #1837 have been working together to support the Giuffrida family during their time of need. Over \$1,000 in donations were collected at CMP's General Office, much of it given and collected by Joe's fellow Customer Service Representatives.

"I am so very grateful for all of those who have donated to us during this tough time," Joe Giuffrida said.

While in the hospital, Jazzlyn dealt with many negative side effects due to the strength of the chemo and how it wiped out her immune system completely for weeks at a time. She has dealt with chicken pox twice, pneumonia twice, and was in the Intensive Care Unit for four days. Jazzlyn also spent time on a ventilator.

"Although she has been through much more than any child should have to go through, she still brightens our days with her smiles," Brother Giuffrida said. "Through it all she has remained such a tough little girl and I'm SO proud of her."

You can send a check made out to the First United Pentecostal Church at the address below. Be sure to include the name "Giuffrida" on the memo line on the check to make sure your donation is designated to the family's fund.

**First United Pentecostal Church  
Giuffrida Family Fund  
8 Wilson Court  
Augusta, ME 04330**

## IBEW 1837 Member Seeks Kidney Donor



*Bob Amos at Schiller Station. Photo courtesy Ross Morrison*

It has been five years since IBEW 1837 member Bob Amos was first diagnosed with end stage renal failure. In April 2010, he found out that he would need a kidney transplant.

Brother Amos started working for PSNH on St. Patrick's Day in 2001. The 58-year-old Schiller Equipment Operator needs to undergo dialysis treatments three times per week. The Rochester, New Hampshire resident is now on the waiting list for the Maine Transplant Program at Maine Medical Center in Portland.

"They figure once you go on the list it is three to five years wait unless you have a living donor," Amos said. "Then they can do it any time."

You wouldn't know that Bob has a serious medical condition if you saw him enjoying a yard sale or antique shop during his time off. He also continues to work his rotating shift for Eversource at Schiller Station with the support of his IBEW brothers and sisters.

"The guys at work have been really good," Amos said.

Bob also has the support of his family including his five adult children. Once stationed in England while in the U.S. Air Force, two of Bob's daughters live in England.

According to their website, the Maine Transplant Program "has enthusiastically embraced Kidney Paired Donation, one of the most exciting developments in recent years permitting matching of incompatible donor and recipient pairs."

"Please call the transplant program because even if you're not a match for somebody, you can be a match for someone else," Bob said. "You might help someone else out. You never know."

For more info, contact the Maine Transplant Program:

**Maine Transplant Program  
19 West Street  
Portland, ME 04102  
Phone: (207) 662-7180 or 1-800-870-5230**

# Members' Jobs and Safety Potentially at Risk If Members Perform Maintenance on Their Company Vehicles

Job positions within the Union and safety on the job may both be at risk if members choose to do their own vehicle repairs or maintenance instead of having it done the right way – by calling in to have a mechanic do the work.

Although it's difficult to determine how widespread the practice may be at our represented companies, reports have surfaced of members taking things into their own hands when it's really not necessary and actually could be dangerous.

"I would hate to see somebody hook up a battery in the wintertime and it blows up in their face," said Eversource Auto Mechanic Specialist Matt Keefe. "I've seen it happen."

Brother Keefe said he's had multiple occasions of people jump-starting vehicles but there is actually a safety procedure that it should be done by mechanics. At Eversource, it's required to wear PPE when performing a jump start.

Another possible cause for concern would be anyone making modifications to their vehicles without the authorization of the Company. Eversource has told the mechanics that unauthorized modifications could lead to their termination, according to Keefe.

Of course, there may be times during a storm emergency when all available mechanics are busy where they may suggest that a non-mechanic switch out a bad headlight or take care of some other small problem. That should probably be considered the exception to the rule. As more vehicle work is done by non-mechanics, it presents a potential in the future for a company to try to make do with fewer workers in that job classification.

"Protecting our work is a huge deal," Keefe said. "We don't want to lose positions."

At Emera Maine, Lead Working Mechanic Aaron Gilman acknowledges that there have been occasional conversations about this same subject with Lineworkers and other vehicle operators. Although he understands why some members who live in remote locations would want to have a battery charger at their house, they shouldn't ever be taking things apart.

"We've said you're not qualified," Brother Gilman said. "We're trained to do that and you're trained to work on power lines."

Gilman acknowledges that there may be a fine line between safely performing minor vehicle maintenance when distance or other circumstances make calling a mechanic impractical and improperly taking things into your own hands.

"If they're broken down on the side of the road and tearing into things, that's probably crossing a line," he said.

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## Documentation Key to Helping Your Union Help You!

*Story continued from page 1*

have their response as well as the time and date it was sent and received. This effective documentation will not only prove that the question was asked and answered, but it will leave zero doubt about the information that was exchanged.

Of course, in our day-to-day jobs, information is routinely exchanged verbally that may be important to retain for future records. It's a great idea to keep a small pad or notebook handy to write down what was said, who said it, who else was there, in addition to where and when it was said. We all think that we will remember things but with the passage of time, our memories fade.

If and when a disciplinary case or contract grievance reaches management or a third-party arbitrator, a written record of correspondence or even your own notes will hold much more weight than your memory alone. Good record-keeping and documentation of events is key to helping your union help you!





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@IBEW1837



## The Current

Newsletter of IBEW Local 1837  
 207-623-1030 or 603-743-1652  
[www.ibew1837.org](http://www.ibew1837.org)

**President** - Bill Tarallo

**Vice President** - Michelle Crocker

**Secretary & Treasurer** - Pam Paquette

**Business Manager** - Dick Rogers

**Assistant Business Manager** - Tom Ryan

**Business Representative** - Renee Gilman

**Business Rep. / Current Editor** - Matt Beck

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