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November 15, 2016

**VIA IN-HAND DELIVERY & E-MAIL**

Pamela Monroe, Administrator  
NH Site Evaluation Committee  
21 South Fruit Street, Suite 10  
Concord, NH 03301  
pamela.monroe@sec.nh.gov

**RE: NH Site Evaluation Committee Docket No. 2015-06: Joint Application of Northern Pass Transmission, LLC and Public Service Company of New Hampshire d/b/a Eversource Energy for a Certificate of Site and Facility**

Dear Ms. Monroe,

Enclosed for filing with the New Hampshire Site Evaluation Committee in the above captioned matter, please find the:

1. Pre-filed Testimony of Joe Casey;
2. Pre-filed Testimony of Tiler Eaton; and
3. Corresponding Certificate of Service.

On Behalf of the International Brotherhood  
of Electrical Workers,



Alan Raff

Enclosures

Cc: Distribution List for Docket No. 2015-06

**THE STATE OF NEW HAMPSHIRE  
BEFORE THE  
NEW HAMPSHIRE SITE EVALUATION COMMITTEE  
DOCKET NO. 2015-06**

**PRE-FILED TESTIMONY OF TILER EATON**

**IN SUPPORT OF THE  
APPLICATION OF NORTHERN PASS TRANSMISSION LLC  
AND PUBLIC SERVICE COMPANY OF NEW HAMPSHIRE  
D/B/A EVERSOURCE ENERGY  
FOR A CERTIFICATE OF SITE AND FACILITY TO CONSTRUCT A NEW HIGH  
VOLTAGE TRANSMISSION LINE AND RELATED FACILITIES IN  
NEW HAMPSHIRE**

**November 15, 2016**

**THE STATE OF NEW HAMPSHIRE  
BEFORE THE  
NEW HAMPSHIRE SITE EVALUATION COMMITTEE  
DOCKET NO. 2015-06**

**PRE-FILED TESTIMONY OF JOSEPH CASEY**

**IN SUPPORT OF THE  
APPLICATION OF NORTHERN PASS TRANSMISSION LLC  
AND PUBLIC SERVICE COMPANY OF NEW HAMPSHIRE  
D/B/A EVERSOURCE ENERGY  
FOR A CERTIFICATE OF SITE AND FACILITY TO CONSTRUCT A NEW HIGH  
VOLTAGE TRANSMISSION LINE AND RELATED FACILITIES IN  
NEW HAMPSHIRE**

**November 15, 2016**

**CERTIFICATE OF SERVICE**

I hereby certify that, on the date written below, I served the enclosed documents via in-hand delivery or electronic mail to the New Hampshire Site Evaluation and the persons/parties named on the Distribution List of this Docket.

Date: 11/15/2016

  
\_\_\_\_\_  
On Behalf of the International Brotherhood of Electrical Workers,  
Alan Raff

## Testimony of Joe Casey

**Q. Please state your name, business affiliation, and business address.**

A. My name is Joe Casey. I am the International Business Development Representative for the International Brotherhood of Electrical Workers (“IBEW”) Second District (New England region). I am also a former Business Manager of IBEW Local 490. My current business address is 243 Walnut St, Rochester, NH 03867.

**Q. What is the purpose of your testimony?**

A. The purpose of my testimony is to explain how the Northern Pass Transmission Project (“Northern Pass” or “the Project”) will have a deep, positive impact on New Hampshire workers, with a particular focus on members of the IBEW, and the positive impact that the Project will have on the IBEW as an organization. Additionally, my testimony will discuss how the IBEW in general and IBEW Local 490 in particular will ensure the timely, efficient, and safe construction of the Northern Pass.

**Q. Please summarize your relevant professional background.**

A. I have been an electrician and a member of IBEW Local 490 since 1983. In my current role as an IBEW Business Development Representative for New England, I work to create jobs for IBEW members by serving as a liaison between the IBEW’s inside electrical construction arm, our signatory contractors, and the developers of commercial and industrial construction projects, including the developers of major electrical infrastructure projects like the Northern Pass.

I was elected Business Manager of IBEW Local 490 in 2002 and served in that capacity until taking my current job in 2015. During my tenure as Business Manager, IBEW Local 490 workers participated in the construction of several major electrical infrastructure projects in New Hampshire, including the Burgess BioPower plant in Berlin and the Merrimack Station “Scrubber” project in Bow. As Business Manager, I took the initiative to construct IBEW Local 490’s Joint Apprenticeship Training Center (“JATC”) in Concord, which is the largest state-of-the-art electrical training facility in New Hampshire. This high-tech training center was completed in 2005, and was financed by the

1     Apprenticeship Training Fund, a joint initiative of IBEW Local 490 and the National Electrical  
2     Contractors Association (“NECA”).

3             I also served as President of the New Hampshire Building and Construction Trades Council, also  
4     known as the Building Trades, between 2006 and 2015. The Building Trades is a labor organization  
5     comprised of 16 New Hampshire unions in the construction industry, including IBEW Local 490. The  
6     purpose of the Building Trades is to promote the growth and development of all building and construction  
7     trades unions in New Hampshire, and to foster job creation for the men and women of New Hampshire’s  
8     construction industry. I was President of the Building Trades during the Great Recession, during which I  
9     witnessed first-hand the collapse of New Hampshire’s construction industry. Between 2006 and 2010,  
10    approximately 9,000 New Hampshire construction workers lost their jobs. Today, there are nearly 5,000  
11    fewer construction jobs in New Hampshire than there were in 2006. This sustained collapse of the  
12    construction industry has had a profound impact on New Hampshire’s working families and our  
13    economy, and has reinforced my commitment to do everything I can to boost construction employment in  
14    New Hampshire. The Northern Pass will be the largest construction project in New Hampshire in more  
15    than a generation, and will go a long way toward reversing the downward trend in construction  
16    employment in the Granite State since the Great Recession.

17            Before being elected Business Manager, I worked in the field as an electrician, and was employed  
18    by numerous electrical contractor companies. In the late 1980s, I was lucky enough to be able to work in  
19    New Hampshire, working on electrical maintenance and upgrades to local manufacturing facilities like  
20    the General Electric plant in Somersworth, Davidson Rubber in Dover, as well as power infrastructure  
21    projects like the conversion of Portsmouth’s Schiller Station power plant from an oil-burning generator to  
22    an oil-or-coal burning generator, and upgrades to Seabrook Station nuclear power plant. I also worked on  
23    the construction of the Portsmouth Naval Shipyard’s portal crane system. I often traveled around the  
24    country to find work when construction work was scarce in New Hampshire in the 1990s, including

1 several months spent at the Tooele Army Depot in Salt Lake City, Utah working on the construction of a  
2 Chemical Weapons Decommissioning plant.

3 Throughout my career as an electrician and a labor leader in New Hampshire, I've been directly  
4 involved in more than \$1.5 billion worth of construction projects around the country. I've witnessed the  
5 ebb and flow of the construction industry in New Hampshire, and I've seen the impact that lost jobs have  
6 had on working men and women and their families. I am dedicated to growing the construction industry  
7 in New Hampshire because I know that a career in construction is one of the most surefire pathways into  
8 the middle class for working Granite Staters. The Northern Pass will create thousands of good  
9 construction jobs for Granite State workers, and I fully support this project.

10 **Q. Are you familiar with the Northern Pass Transmission project?**

11 A. I have a broad, overarching familiarity with the Northern Pass Transmission project, its  
12 impacts and benefits.

13 **Q. Please describe the IBEW's relationship with Eversource and Northern Pass**  
14 **Transmission LLC?**

15 A. The IBEW and its Local Unions do not have a formal relationship with Eversource or  
16 Northern Pass Transmission LLC. Instead, our relationship to the Project is formalized through the  
17 Northern Pass Transmission Project Labor Agreement ("PLA"), which is an agreement between PAR  
18 Electric, the contractor that will build the Northern Pass, and IBEW Locals 490 and 104.

19 **Q. What are some benefits that Project will create for the IBEW?**

20 Northern Pass will create good paying jobs for members of the IBEW. The IBEW's interests are  
21 tied directly to our members getting jobs. Their employment is our top priority. The IBEW and its Local  
22 Unions will also benefit from the Northern Pass, if it is constructed, through the membership dues, health  
23 insurance, pension, annuity, and training fund payments that will be generated through IBEW members  
24 going to work on the Northern Pass. Therefore, IBEW has a vested interest in assuring that the most  
25 possible local workers go to work building the Northern Pass. In fact, the IBEW will only benefit from

1 the Project if Eversource and Northern Pass Transmission LLC adhere to their promise to maximize local  
2 employment on this project. This is why a formal agreement such as this PLA is so important, which  
3 ensures all local sources of labor are exhausted before workers from out of state are brought in. The  
4 referral procedure within the PLA ensures local workers are hired first.

5 Although Eversource does not always utilize IBEW labor for its projects, in the case of the  
6 Northern Pass, Eversource has chosen to construct this project under a PLA in order to have access to the  
7 largest and highest-possible quality local craft workforce supplied by IBEW Local 490 and Local 104.  
8 These IBEW Local Unions, therefore, have a strong incentive to fulfill the obligation to supply such a  
9 workforce.

10 **Q. How will IBEW Local 490 workers in particular be involved in the construction of**  
11 **the Northern Pass?**

12 A. Per IBEW jurisdictional agreements and guidelines, IBEW Local 490 is responsible for  
13 all “inside” electrical construction and maintenance work. “Inside” electricians work with electricity that  
14 would be utilized *inside* a building or structure. “Outside” electrical workers are known as linemen and  
15 typically work on electric distribution systems at high voltages. On the Northern Pass, the “inside”  
16 portion of the Project will include most work related to the construction of the Franklin Converter Station.  
17 This portion of the Project will employ hundreds of local workers, including many IBEW Local 490  
18 journeyman electricians and apprentices.

19 **Q. Describe IBEW Local 490’s apprenticeship training program, or JATC.**

20 A. IBEW Local Union 490 Joint Apprenticeship Training Council (“JATC”) is a 5-year  
21 earn-while-you-learn apprenticeship training program. The JATC accepts applicants to the apprenticeship  
22 training program on a rolling basis as needed to meet labor market demands. The JATC is registered with  
23 the New Hampshire Department of Education, The Federal Bureau of Apprenticeship Training and with  
24 the Joint Board of Licensure and Certification of the New Hampshire Electricians’ Board. The purpose of  
25 the JATC is to train apprentice electricians through an advanced curriculum and practical training



1 methods for today's ever-changing electrical industry. This includes training to construct Residential,  
2 Commercial, and Industrial installations. The JATC prepares apprentices to take the New Hampshire  
3 Journeyman Electrician Exam, as required by New Hampshire Law. The JATC also provides IBEW  
4 Journeyman electricians with advanced ongoing training so they are prepared for all advancements in the  
5 electrical industry.

6 The JATC is currently accepting applicants monthly, and there are 51 apprentices enrolled in the  
7 JATC program. JATC enrollment is expected to grow to over 100 to meet the demand for qualified craft  
8 labor if the Northern Pass is approved.

9 The JATC curriculum entails 180 hours of classroom instruction per year, and a total of 8,000  
10 hours of on the job training. JATC apprentices learn AC/DC theory, motor controls, electrical safety, pipe  
11 bending, rigging, and all the skills necessary to become a journeyman electrician. Apprentices are also  
12 trained for OSHA-10 certification. Apprentices attend classes at the JATC's Concord, NH facility on  
13 Saturdays while working in the field with an IBEW Local 490 signatory electrical contractor, under the  
14 supervision of a licensed electrician, during the workweek.

15 **Q. How do workers apply and gain entry to the IBEW Local 490 apprenticeship**  
16 **training program, or JATC?**

17 A. To be eligible for the JATC apprenticeship program an applicant must be above the age  
18 of seventeen to apply, and eighteen to begin work. The applicant must possess a valid driver's license,  
19 have a high school diploma or GED equivalent, and must be a resident of New Hampshire or York  
20 County, Maine. The applicant must have successfully completed an algebra class either in high school or  
21 in a post-secondary program. The applicant also must take and pass an aptitude test created and graded by  
22 the Electrical Training Alliance ("ETA"). This is the same aptitude test that IBEW Local 104 apprentices  
23 take.

24 Applicants who receive an acceptable score on the aptitude test then sit for an interview with the  
25 Joint Apprenticeship Training Committee. The Joint Apprenticeship Training Committee is made up of 3

1 members appointed by the President of IBEW Local 490, and 3 members appointed by the regional  
2 chapter of the National Electrical Contractors Association (NECA). The best applicants are selected by  
3 the Committee. The number of applicants selected is determined by labor market demand.

4 **Q. How will the Northern Pass impact the IBEW Local 490 JATC apprenticeship**  
5 **training program?**

6 A. The Northern Pass will provide an unprecedented demand for well-trained electricians  
7 and apprentices. We anticipate the highest number of accepted applicants to our JATC apprenticeship  
8 program since its establishment if the Project is approved. This means more money for the training  
9 program itself, which would translate into the ability to maintain and improve our state-of-the-art facility.  
10 So many young people are leaving New Hampshire to pursue job opportunities in other parts of the  
11 country because of the lack of good-paying local jobs. A project like the Northern Pass will help our state  
12 retain and train young people in a trade that provides a path into the middle class. During a time when the  
13 construction industry has constricted dramatically since the beginning of the Great Recession and failed to  
14 recover completely to date, the Project provides an opportunity to rebuild an industry that supports  
15 working class families. Construction jobs are the lifeblood of the middle class, and New Hampshire needs  
16 a strong middle class to move forward as a successful economic entity.

17 An IBEW Local 490 apprentice who works on the Northern Pass project will come out of the  
18 experience having gained as much as three years of intensive on-the-job training while working in his or  
19 her home state, which accounts for 60% of the on-the-job training required to complete the JATC  
20 program. This is an unprecedented opportunity and presents a significant opportunity not only for these  
21 apprentices but also for their families and for the New Hampshire economy.

22  
23 **Q. What other benefits do you perceive that the Project will have?**

24 A. The Project has many positive externalities. As mentioned above, one of the benefits of  
25 the Project is that it will provide a demand for an influx of young apprentices to the electrical trades.

1 These jobs provide an opportunity for New Hampshire residents to enter the middle class, by paying good  
2 wages that come with exceptional benefits.

3 The Northern Pass will provide an environment for young New Hampshire electricians to learn  
4 the trade from experienced journeymen electricians, and gain on-the-job transferrable experience in  
5 dozens of different job classifications within the trade. Currently, the average age of a utility worker  
6 employed by a company like Eversource is over 50 years old. New Hampshire's construction industry has  
7 diminished significantly in its size and influence. The Project would add young and qualified workers to  
8 New Hampshire's construction industry in a way that we have not seen in a generation.

9 **Q. Does this conclude your testimony?**

10 A. Yes. Thank you.

Testimony of Tiler Eaton

**Q. Please state your name, business affiliation, and business address.**

A. My name is Tiler Eaton. I am a member of International Brotherhood of Electrical Workers (“IBEW”) Local 104 and a journeyman lineman. I currently serve as the IBEW International Business Development Representative for the eastern United States, a post I have held since 2015. I am also a past Business Manager of IBEW Local 104. My current business address is 22 Old Concord Turnpike, Barrington, New Hampshire.

**Q. What is the purpose of your testimony?**

A. The purpose of my testimony is to explain how the IBEW in general and IBEW Local 104 in particular will ensure the timely, efficient, and safe construction of the Northern Pass Transmission Project (“Northern Pass” or “the Project”). My testimony will also explain how the Northern Pass will create significant benefits for the IBEW’s membership, specifically in the form of good paying jobs. Finally, my testimony will discuss how the IBEW’s involvement in the Northern Pass will help maximize the public benefits of this project by helping make sure every qualified local worker who wants a job on the Northern Pass is able to get one, boosting the local workforce and the local economy, and ensuring that all jobs on the Northern Pass have a good wage and outstanding benefits.

**Q. Describe your familiarity with the Project.**

A. I have a broad, overarching understanding of the Project with specific expertise and knowledge of how this project will be constructed by local workers and members of the IBEW, and how the Project will employ and benefit New Hampshire workers.

**Q. Please summarize your relevant professional background.**

A. I have worked in the outside electrical line construction trade as a member of IBEW Local 104 since 1987. I have been directly involved in the construction of more than 1,000 miles of overhead high-voltage transmission lines, as well as dozens of miles of underground high-voltage transmission lines. In my current role as an IBEW Business Development Representative, I work to create

1 jobs for IBEW members by serving as a liaison between the IBEW's outside line construction arm, our  
2 signatory contractors, and electrical infrastructure developers such as the electric utility companies and  
3 entities like Northern Pass Transmission LLC. I previously served as Business Manager of IBEW Local  
4 104 during the construction of the Maine Power Reliability Project ("MPRP"), a 450-mile, \$1.4 billion  
5 transmission construction and upgrade project between Orrington and Eliot, Maine. The MPRP is the  
6 largest construction project in Maine's history. Before being elected Business Manager in 2009, I served  
7 as Assistant Business Manager, helping make sure Local 104 workers maintained the highest standards of  
8 excellence on the job and ensuring efficient and effective cooperation with management and supervisors.

9 From the time I joined IBEW Local 104 in 1987 until I began working directly for the union in  
10 2000, I worked as an employee of various electrical contractors on electrical distribution and transmission  
11 construction and maintenance projects across the country. Despite being a native Granite Stater and  
12 lifelong New Hampshire resident, the extent of my work in my home state occurred during the major ice  
13 storm in 2000, during which IBEW workers like myself worked to restore power to New Hampshire  
14 residents and businesses in the North Country around Berlin and Pittsburg. The reason the bulk of my  
15 career was spent working outside of New England is that very few electrical construction and upgrade  
16 projects were happening here. Workers like myself were forced to travel across the country to make a  
17 living, a trend that largely continues today. I'm proud to know the Northern Pass will create good local  
18 jobs for New Hampshire workers like me and enable more local workers to be employed right here in  
19 New Hampshire.

20 **Q. What is the IBEW, and how will the IBEW and its Local Unions like Local 104 and**  
21 **Local 490 be involved with the Northern Pass?**

22 A. The IBEW is a national labor union representing nearly 750,000 active and retired  
23 workers. The IBEW enables its members to bargain collectively with employers over wages, benefits, and  
24 working conditions. IBEW Local 104 represents New Hampshire workers in the "outside" electrical  
25 industry, also known as the line construction industry. The individuals that work in the "outside"

1 electrical industry work on electric transmission and distribution systems at high voltages. Electricians  
2 working in the “inside” electrical industry work with lower voltages and typically the kind that are  
3 utilized inside buildings or structures. Local 104 will supply the labor force for the overhead and  
4 underground transmission portions of the Northern Pass. Similarly, IBEW Local 490 represents New  
5 Hampshire workers in the “inside” electrical construction industry, which will be responsible for the  
6 construction of the Franklin converter station. Local 490’s involvement in the Northern Pass is described  
7 in the testimony of Joe Casey.

8 Workers who are members of IBEW Local 104 are employed by electrical contractor companies,  
9 such as PAR Electrical Contractors, Inc. (“PAR” or “PAR Electric”), that will construct the Northern  
10 Pass. IBEW Local 104 periodically negotiates contracts with the National Electrical Contractors  
11 Association (“NECA”), of which PAR Electric is a member. These contracts cover all work performed by  
12 IBEW Local 104’s members who are employed by NECA-affiliated electrical contractor companies and  
13 spell out the wages, benefits, and working conditions for all such workers.

14 Throughout the construction of the Northern Pass, IBEW Local 104 will work to ensure the  
15 steady supply of qualified local workers for all phases of the construction of the transmission portion of  
16 the Northern Pass. Local 104 also administers the health insurance, pension, and annuity benefits of its  
17 workers, and works to ensure labor harmony, efficiency, effectiveness, and safety on the job.

18 **Q. Have IBEW Local 104 and its members ever constructed a transmission line similar**  
19 **to the Northern Pass Transmission Project?**

20 **A.** Yes. IBEW Local 104 and its members have been building transmission and distribution  
21 infrastructure since Local 104’s founding in 1901. For example, IBEW workers constructed the Maine  
22 Power Reliability Project, which is similar to the Northern Pass.

1           **Q:     How will the IBEW ensure the timely, safe, and efficient construction of the**  
2 **Northern Pass?**

3           A.     The IBEW will be integral to the timely, safe, and efficient construction of this project.  
4     The IBEW trains and deploys the best qualified, safest, and most efficient electrical workforce in the  
5     United States. The IBEW will ensure the ready availability of a fully qualified local craft workforce to  
6     meet the demands of this project, enabling the project to stay on schedule and meet the industry's highest  
7     standards. Our apprenticeship training program is second to none. Our workers are dedicated  
8     professionals. We have experience across the country and right here in New England performing the same  
9     work that will be required on the Northern Pass and we will ensure that the project maximizes public  
10    benefits.

11          **Q.     How will the IBEW ensure every qualified local worker who wants a job on the**  
12 **Northern Pass will be able to get one through the execution of a Project Labor Agreement?**

13          A.     The IBEW will be the conduit through which every qualified local worker who wants a  
14    job on the Northern Pass will be able to get one, through the execution of a Project Labor Agreement  
15    ("PLA"). The IBEW has worked with Northern Pass to negotiate a PLA for this construction project. The  
16    purpose of this PLA is to ensure the ready availability of fully qualified local craft labor to construct the  
17    Northern Pass, and that wages and benefits for all workers on the Northern Pass will be paid according to  
18    the Local Unions' Collective Bargaining Agreements ("CBAs"). I was directly involved in the negotiation  
19    of this PLA, and I fully endorse it.

20          The Northern Pass PLA will benefit New Hampshire workers because it requires the utilization of  
21    NH-based union workers as the primary source of labor to construct the Northern Pass. Should the supply  
22    of NH-based union workers be exhausted, NH-based non-union workers will be hired through the IBEW  
23    referral process, paid union wages and benefits under the applicable CBA, and given the opportunity to  
24    join the IBEW if they choose.

1           **Q:     Are most types of construction jobs on the Northern Pass subject to the Project**  
2           **Labor Agreement?**

3           A.     Yes. A limited number of employees are excluded from the PLA, such as supervisory and  
4           management employees, or some workers outside the scope of traditional electrical construction work, in  
5           particular where such exclusion would enable more New Hampshire-based workers to be on the job. The  
6           bulk of the labor force is covered under the PLA. This PLA is designed to maximize the employment of  
7           local New Hampshire-based workers.

8           **Q.     What types of jobs do the members of the IBEW Local 104 perform?**

9           A.     There are eleven different classifications of worker in the outside electrical construction  
10          trade, covering all aspects of the construction of transmission and distribution infrastructure: (1) General  
11          Foreman; (2) Foreman; (3) Lead Lineman; (4) Journeyman Lineman; (5) Journeyman Technician; (6)  
12          Cable Splicer; (7) Cableman; (8) Equipment Operator A; (9) Equipment Operator B; (10) Driver  
13          Groundman; and (11) Groundman.

14          Workers who are members of IBEW Local 104 perform all “outside” construction work  
15          necessary to construct projects such as the Northern Pass. This includes, but is not limited to: hauling  
16          equipment and materials such as poles and towers with heavy equipment; conducting site-preparation  
17          work; constructing foundations and anchors; setting poles and tower; stringing, splicing, sagging and  
18          deadending wires and cables; installing overhead and underground wires and cables, on non-energized  
19          and energized systems.

20          **Q.     Describe IBEW Local 104’s apprenticeship training program.**

21          A.     IBEW Local Union 104 is part of a state of the art earn-while-you-learn apprenticeship  
22          training program through the Northeastern Joint Apprenticeship and Training program (“NEAT”), which  
23          operates nine training centers throughout the northeast corridor of the United States, including IBEW  
24          Local 104’s training facility in Barrington, NH. NEAT is a partnership of the IBEW and NECA, and is



1 governed nationally by the Electrical Training Alliance (“ETA”). NEAT is certified by the United States  
2 Department of Labor Bureau of Apprenticeship and Training.

3 The Local 104/NEAT apprenticeship training program is tuition-free for all apprentices. All  
4 aspects of the program, including facilities, curriculum, and instructors, are paid for through a  
5 collectively-bargained-for assessment of approximately 0.75% of each hour worked by each IBEW Local  
6 104 member.

7 In order to complete the Local 104/NEAT apprenticeship training program and become a  
8 journeyman lineman, apprentices must complete seven thousand hours of on-the-job training, which takes  
9 approximately three and a half years to complete, and 140 hours of classroom training per year, in  
10 addition to completing an at-home online education curriculum.

11 Local 104/NEAT apprentices learn through on-the-job training, at-home online study, and  
12 classroom instruction at the Barrington facility. Upon completion of the training program, apprentices are  
13 fully qualified in all aspects of the outside electrical trade, including how to erect poles and towers,  
14 construct foundations, string wires, install conductors, insulators, transformers and other apparatus as well  
15 as welding, heavy equipment operation, surveying, and safety training such as first aid and CPR.

16 **Q. How do workers apply and gain entry to the IBEW Local 104/NEAT apprenticeship**  
17 **training program?**

18 A. Applicants to the Local 104/NEAT apprenticeship program first fill out an application on  
19 the NEAT website. Applicants must be at least 18 years old and have a Class B Commercial Driver’s  
20 License Permit (essentially a learner’s permit). Applications are accepted year-round. After filling out the  
21 online application, the applicant must pass a proctored aptitude test that measures reading comprehension  
22 and math skills. This aptitude test is created and scored by ETA. Applicants who pass the aptitude test are  
23 invited to an in-person interview with the Local 104/NEAT apprenticeship subcommittee, which is made  
24 up of 3 members appointed by the Business Manager of IBEW Local 104, and 3 members appointed by  
25 NECA. The subcommittee interviews approximately 200 applicants per year. Each subcommittee member

1 scores each applicant on a scale of 0-100. The applicant's final interview score is the mean average of the  
2 6 subcommittee members' scores. Applicants are then placed on the Local 104/NEAT Waiting List in  
3 order of their interview scores.

4 In order to meet labor market demand for apprentice linemen, approximately 60-90 applicants  
5 annually are invited to participate in Local 104/NEAT "bootcamps," which serve as the final step in the  
6 applicant screening process. This number will increase substantially, perhaps by 100% or more, if the  
7 Northern Pass is constructed. Applicants are invited to bootcamp in order of their interview scores.  
8 Bootcamps consist of 8 weekends of intensive training in climbing, rigging, CPR, OSHA safety training,  
9 and rescue techniques including bucket-truck rescue and pole-top rescue. At the end of each bootcamp,  
10 applicants must pass a "qualified climbers test" to graduate from bootcamp. Approximately 80% of  
11 bootcamp participants graduate from the 8 week course. After passing bootcamp, an applicant officially  
12 becomes a Local 104 apprentice lineman, and can begin the on-the-job, classroom, and at-home training  
13 program.

14 **Q. How will the Northern Pass project benefit the IBEW Local 104/NEAT**  
15 **apprenticeship training program and boost New Hampshire's electrical workforce?**

16 A. The Northern Pass will have a major positive impact on the IBEW Local 104/NEAT  
17 apprenticeship training program. The Northern Pass will create substantial demand for IBEW Local 104  
18 apprentices, requiring Local 104/NEAT to admit even more qualified applicants. This will enable  
19 hundreds more local workers to begin a high-paying career in the electrical industry. Lineman crews on  
20 the Northern Pass will likely employ three apprentices for every one journeyman linemen. Equipment  
21 operator and groundman crews may employ one apprentice for every operator or groundman. Further, all  
22 non-exempt construction workers on the Northern Pass will pay the approximately 0.75% NEAT training  
23 assessment for each hour worked, creating a substantial flow of funding into the Local 104/NEAT  
24 program. This influx of new funding will be invested back into the Local 104/NEAT program, enabling

1 the expansion and improvement of facilities and equipment and creating an even higher-quality training  
2 experience for future apprentices.

3 **Q. How long will it take to construct the Northern Pass?**

4 A. Approximately three years.

5 **Q. Is a three year project “typical”? How will the length of the project benefit New Hampshire**  
6 **workers?**

7 A. No. Due to its very nature, the Northern Pass will take substantially longer to complete than a  
8 typical transmission project. This will allow New Hampshire-based workers to be employed for an  
9 extended period of time in the Granite State. Most of the available work for our members takes them out  
10 of New Hampshire and away from their families. A three year project represents three years that a New  
11 Hampshire construction worker can spend with their family. It also represents three years that this New  
12 Hampshire worker will be contributing to the economy in our state.

13 **Q. How will the Northern Pass benefit local workers?**

14 A. Currently, 55% of IBEW Local Union 104 membership work is outside of New England. The  
15 Northern Pass represents the largest opportunity in a generation for NH-based electrical workers to be  
16 employed in the Granite State. All construction jobs on the Northern Pass will receive a good wage and  
17 good benefits. Further, the economic impact of the Project will extend beyond the workers immediately  
18 employed on the Northern Pass, since these workers will work and live for extended time periods in the  
19 local communities along the Northern Pass route, where they will add significant spending to the local  
20 economy.

21 **Q. Does this conclude your testimony?**

22 A. Yes. Thank you.