Messages from your President & Business Manager

Muskrat Falls Project January Update

Looking for Employment? Take a Peek Inside for Info About Our Job Bidding Process

Scholarships Construction, Utility & Trades

Sincere Thank You & Best Wishes Newfoundland Power Members Retire

A Look Back... IBEW Local 1620 History

Working on the Project FAQ’s Answered

Union Dues Why Do We Pay & How Are They Used?

Congratulations Winners Revealed

IBEW Annual All Canada Progress Meeting Held in St. John’s This Year

Do You Have What it Takes? Seeking a Lead Organizer to Join Our Team
Brothers and Sisters,

2015 is slipping by us very quickly and your Local Union hall is very busy; with the business at hand your Local is growing on a daily basis. Our current membership status is around 1,700 and I am expecting that number to increase over the summer months by another two to three hundred members.

All sectors of our Local Union are doing very well. I will start with our utility at Newfoundland Power; back in October of 2014, we entered negotiations with the utility and on December 12th your negotiating team came to a tentative agreement with the company. This agreement was then put in front of and approved by your Executive Board. That approval gave myself and your President, Ed Osmond, permission to present your agreement at island wide unit meetings which took place in February. Two weeks after our last meeting a mail out vote was sent to our clerical and craft members; clerical members accepted their tentative agreement, while craft rejected. Our next step was to apply for conciliation. On April 23rd your team met with the conciliation officer and NL Power - it was a one day stand. I will be contacting each craft member by letter to explain the outcome after the 15 day waiting period which is part of the process.

On another note, tied to negotiations - and I know it’s a little early, but this is an election year for both Provincial and Federal. I would like to caution everyone to make sure you know the person your going to vote for and what they represent. Most of you likely remember when Clyde Wells became Premier of our Province and legislated NL Power employees essential workers, one of two utility companies in Eastern Canada as far as I know. That alone takes away at least half of our bargaining power at the negotiating table.

Our outside construction groups are doing well as work continues on the Muskrat Falls AC and DC transmission and infrastructure; Nalcor reports that this work is on time and on budget, which is good news for all IBEW members. Powertel and Emera have also starting work under our Provincial agreement, employing about 40 of our members - also good news for all involved. Emera has recently announced that Abengoa was successful in bidding the work on the west coast for the Maritime Link Project; they will be doing some of the work themselves while subcontracting some work to Powertel. ABB have also been successful on bidding contracts for the conversion stations for the Link; they will also subcontract some of that work.

At a recent meeting of the Trustees, I am pleased to tell you that your Pension and Health and Welfare Plans are doing exceptionally well, to the point where it is under review to increase the members’ Health and Welfare benefits!

In closing, I want to wish you all a great summer! Work safe, play safe - it’s your hard work that makes us proud to be IBEW members.

Fraternally,

Terry Rose,
Business Manager
IBEW Local 1620
**Muskrat Falls Project highlights for January 2015**

The full Muskrat Falls Project monthly report can be viewed online at [muskratfalls.nalcorenergy.com](http://muskratfalls.nalcorenergy.com).

Each month, Nalcor Energy - Lower Churchill Project publishes a Project report which provides an update on the Muskrat Falls Project including details on construction and procurement activities, construction costs, safety and environmental activities, and details on stakeholder and community engagement initiatives during the month. We’ve highlighted some of the benefits and activities from the Project from the January 2015 report.

**Highlights of construction activities achieved in January:**

- Completion of all infrastructure buildings at the Muskrat Falls Site, this includes the administrative buildings and the sports complex.
- Commencement of mobilization efforts by Gilbert Newfoundland and Labrador Contracting Limited for North Spur Stabilization at Muskrat Falls.
- Start of Labrador Island Transmission clearing work on the island.
- Fabrication of the first of three submarine cables for the Strait of Belle Isle marine crossing was completed.

**Economic Overview**

Total expenditures paid for the Muskrat Falls Project were approximately $120 million in January 2015. This included over $34 million to Newfoundland and Labrador businesses. From January 2013 to the end of the reporting period in January 2015, $739 million has been spent with Newfoundland and Labrador based companies. Additional information about project expenditures can be found in Section 11.1 of the Monthly Report.

**Concrete placement work by Astaldi Canada in the spillway piers**

We are happy to announce that on Wednesday, March 25, 2015 we launched our new Job Bidding system which is available through a link on the Member Application portion of our IBEW Local 1620 website [www.ibew1620.com](http://www.ibew1620.com). Simply login to your account (or create one); you will see ‘Open Jobs’ next to the log out option.

This new system will provide details for each available job and allow you to submit daily bids, using a numerical preference, for jobs you are eligible for. These daily bids will be used to fill job requests, so please be sure to bid on jobs daily if you want to be considered for work. Please keep in mind, we will only submit your application to one job at a time, no matter how many you bid on so be sure to select them in the numerical order of your first choice.

Because the details provided on your member application will be used to determine whether you are qualified for a job, we strongly encourage you to review the details of your member application to ensure your skills, training and certifications and resume are complete and up to date. Please note we require a valid email address.

We have also added a new Job Line to our phone system; you can now call 709-753-6071 and listen for the selection to hear job updates daily at 4pm. In order to be qualified, you must include your full name, phone number(s), whether you are an existing member and which job(s) you are interested in. Please speak clearly when leaving your message.

We are very excited about these new enhancements which will allow us to fill job requests in the most efficient way possible.
Greetings my fellow Sisters and Brothers,

Let me welcome all new members to our Local Union and say hello to all existing members. I am always extremely proud to say I am your President and I will continue to work on your behalf.

It is my pleasure to introduce you to our newly named newsletter “Between the Lines”. I feel this is a fitting title as it represents the industry our members work in but it as well signifies you, our member, having to read “Between the Lines” and interpret the big picture. And the big picture continues to indeed get bigger every day.

Our construction membership continues to grow by the day. New contractors and new members are increasing as we speak. With this continued growth, our Local Union gets bigger and simultaneously gets stronger. We are becoming a force to reckon with. We can challenge more than we could ever challenge before. Your Local Union is representing you better and looking out for you more for your rights as workers. Believe it or not, this is something we are getting better at and I continue to look forward to working together to make our Local the best Local it can be.

We’ve just recently signed the Newfoundland Power Clerical Collective Agreement and I look forward to continuing to work for the Newfoundland Power Craft membership. We have completed the Conciliation Process and will now be moving on to the next step. Information will be provided to our Newfoundland Power Craft membership as soon as it becomes available.

As always, I commit to do my best. It’s going to be another busy and exciting year. Hopefully we will meet soon. All the best!

Fraternally yours,

Ed Osmond

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**Newfoundland Power**

Members Retire

IBEW Local 1620 extends a sincere Thank You and Best Wishes to:

Noel Dunphy, Power Line Technician Lead Hand, in Stephenville, who celebrated his retirement with friends at the Stephenville office in early March. Noel’s official retirement date was February 28.

Janice Spurrell began her career with Newfoundland Power in 1972 as a File Clerk in our Accounting Department, Head Office. Janice will retire from her current position of Customer Service Representative, Customer Relations, with over 42 years of service.

In 1956, Lynne Priddle started work with Newfoundland Power as a Cashier in the Carbonear Area. With over 39 years of service, Lynne will retire from her current position of Distribution Records Clerk, Carbonear Area.

Wayne England started work with Newfoundland Power in 1981 as a temporary Labourer in the St. John’s Region. Wayne will retire from his current position of Electrical Maintenance, Operations Department, Head Office, with over 30 years of service.

Byron Hayter started work with Newfoundland Power in 1981 as a temporary Labourer with our Production Department, Rattling Brook. Byron left for retirement on April 2nd. On May 1st, he will retire from his current position of Power Plant Maintenance – Lead Hand, Operations Department, Rattling Brook, with over 33 years of service.

In 1969, Lloyd Butt started work with Newfoundland Power as a Meter Reader in our Corner Brook Office. On May 1st, Lloyd will retire from his current position of Field Services Representative, Corner Brook, with over 45 years of service.
The establishment of the IBEW Local 1620 resulted from six or eight months of discussions between employees of Newfoundland Light and Power in 1949 with strong support, especially from linesmen. Work location discussions reached a climax when eight individuals attended a meeting at the home of Dick Murphy at 148 Pleasant Street, St. John’s. The meeting decided it was the correct time to form a union.

With Murphy as the leader and subsequently being elected as its first president, the union came to fruition with the necessary registration being made to the Department of Labour. Discussions with the company began almost immediately and the general manager, Mr. Harry Roberts, provided a welcomed and understanding reaction as a contract satisfactory to both the union and the company was formed. It was immediately evident that the overall status of employees was greatly improved. Murphy provided energetic, sensible leadership for the union and established a rapport with Newfoundland Light and Power that was of exceptional benefit to union members, improving wages and working conditions.

The union played a major role in the building of the St. John’s Memorial Stadium in 1954. Murphy continued as Local 1620 president and was elected president of the St. John’s Trades and Labour Council. With Local 1620 providing exceptional support, the Council agreed to have 1% of all St. John’s union wages devoted to the fund to build the stadium.

It was also through Local 1620, spearheaded by Murphy, that the Reddy Kilowatt Credit Union was established and flourished, and the 30-year-club was put into place for employees who worked for long periods of time with Newfoundland Light and Power.

It should also be noted, again with correct support from company linesmen, that Newfoundland Light and Power became the dominating entry in Trade Races at the Royal St. John’s Regatta with extremely successful results.

It is interesting to note that Murphy declined promotions for several years so he could remain with the union as president, but eventually graduated to a management position, mainly responsible for company promotions and good will.

A member of the provincial bowling hall of fame, Murphy, who rolled a perfect 450 score, led Newfoundland Light and Power teams to more than their share of titles in the St. John’s Commercial Bowling League, a league that featured as many as 58 teams from various St. John’s companies and of which Murphy was president for 28 years.”

Submitted by the Murphy Family

“Brothers and sisters, if we could just take a minute to reflect back in time and imagine the foresight Mr. Murphy and these eight individuals had in forming Local 1620... Since that time, your union has experienced many presidents and business managers; they have all had the same goal—to give you, the membership, and your families a quality of life that you can be proud of. Mr. Murphy, you started this Local union many years ago and we will certainly continue to fulfill your legacy with pride.”

In Solidarity,

Terry Rose, Business Manager/Financial Secretary
What am I being paid?
Please refer to the project agreements on our website www.ibew1620.com. Near the end of the agreements, in the wage rates section (schedule C & F), you will see your classification identified. In terms of what you will be taking home in wages, you will receive your base rate plus 10% vacation pay, 3% recognized holiday pay and $3.50/hour Labrador premium or $3/hour Island premium. Additionally, you will receive $5.80/hour that will be placed into a group RRSP plan. (assuming you are not already in the IBEW Local 1620 Pension Plan.)

What is my shift be?
The contractor you are hired with will determine the shift you will work. Please note that the contractor may change the shifts and is only required to provide 24 hours notice. The project agreement provides for regular shifts and extended shifts. Extended shifts extend over a period of time, for example: 21 days on and 7 days off.

What about overtime?
For regular shifts, overtime is paid for all hours outside of your regular scheduled hours. For extended shifts, overtime is paid on any hours exceeding 10 on Monday-Thursday; Friday & Saturday is paid time and a half and Sunday is paid double time. Work on recognized holidays is paid double time. Your overtime rates are based on your base rate, not including any premiums and is for all hours worked.

What clothing is supplied?
The contractor is to provide basic safety clothing necessary for the work being done on the project; items such as rubber boots (if required), safety vest and glasses, gloves, rain gear, hardhat, etc. You will be responsible for prescription safety glasses and safety work boots.

How does travel work?
The contractor is to provide transportation from the airport to the camp and back again. Travel to the airport from your home is not provided. For those driving, there is a 60km free zone. Payment for vehicle travel (average of 60kms) is based on distances and can be found in the collective agreement. (Available on our website at www.ibew1620.com).

Do I receive any benefits?
You will be enrolled in the Local Union’s health and welfare plan once you complete the required enrolment form. You can receive a summary of what the plan provides through the Local union office. You are required to work 432 hours before becoming eligible. You will be contacted by the Benefit Plan Administrator (BPA) once you become eligible. The BPA can be reached toll free at 1-888-426-4433.

How does my RRSP work?
The RRSPs are put into a group plan with Sun Life. Your RRSP will be in your name and Sun Life will be in contact with you to discuss your investment strategy. You can contact Jim Mason at 709-687-6838 or Bradley Rogers at 709-727-2961 for further information. Please note that your RRSP contributions are transportable and will go with you at the end of your employment.

What is the camp environment?
- While on camp, meals and ‘to-go’ lunches are provided.
- During your time home, you will have the option to place your bags in locked storage if you wish; locks for bags not provided.
- Laundry facilities are available for your own use; laundry detergent is provided, but feel free to bring your own if you have a preference or sensitivities.
- Depending on which camp you are on, you will have limited internet/Wi-Fi access and cell phone service; however, you will have access to shared satellite phones.
- You will have access to some recreational facilities (ie: pool tables & weight/exercise rooms).
- Please note that all camps are drug and alcohol free.
As recently as three days ago, as I was on my way to work, I approached some workers on site working for a subcontractor on the Lower Churchill Project. I introduced myself and curiously, I asked if they are in the Bargaining Unit for the Lower Churchill Project Collective Agreement. I was shocked by their confused responses, which indicated they were unsure. I told them I would inquire and get back to them, as it was my understanding that these workers were to be IBEW members and were to be paid Lower Churchill Project wages and benefits.

I followed up the very next day with the general contractor of these workers and was assured that the workers were supposed to be Bargaining Unit workers but their sub-contractor, the workers’ employer, was not including them as Bargaining Unit workers. The general contractor addressed the confusion and these workers are indeed Lower Churchill Project workers.

I returned the following day to deliver the good news to these four workers. I learned that these workers were working 12 hour days being paid a straight time rate of $14.50. Yes $14.50 per hour! Now, as they work Union, they are being paid a base rate of $29.16 plus $3.79 for vacation and recognized holidays, plus an island premium of $3.00. In addition, $5.80 per hour is going towards a group RRSP. They will also now be paid for overtime at time and a half after 8 hours of work. They will now have a health and welfare plan for themselves and their families.

These 4 workers went from making $870.00 per week to $2834.50. Unbelievable!!

We have an owner, Nalcor, paying these costs for labour and these guys were only being paid $14.50 per hour! I ask, who was taking the worker’s money? Someone needs to look out for and protect workers. This is one of the many reasons I am proud to be with the IBEW and am even prouder to help protect workers’ rights! This is why workers should work Union. Simply put, they earn more, have better benefits, and have someone to look out for them and their rights. As the Local Union 1620 team deals with negative issues regularly, I felt this good news story just had to be shared. Please talk about it!

**WORK UNION!!!**

Don Murphy
Assistant Business Manager
Looking for a Challenging Role?

The IBEW Local Union 1620 office is currently seeking an experienced, temporary-full-time, Lead Organizer: Outside Construction - Professional & Industrial to join our team. This individual will work with our team as well as International Organizers & Representatives and will be responsible for identifying targets, building and implementing strategic organizing plans designed to increase union membership through organizing workers in the Outside Construction, Telecommunications and Utility industries.

A complete job description is available on our website: www.ibew1620.com

Qualified applicants are invited to send a resume to janelle@ibew1620.com

Stay Tuned...
Upcoming Training Courses

IBEW 1620 will be offering training courses to its members in the very near future. Be sure to subscribe to our mailing list on our website to ensure you are kept up-to-date.

We invite you to please let us know in advance (up to six months) if you have certificates that will be expiring; we will add your name and expiry date to our list. This will help us know what training courses are in demand in advance so we can make proper arrangements.

Please Note: Costs of courses only will be paid for by the union. Travel, accommodations and other expenses are the responsibility of the member.

Michelle Murphy is the winner of an IBEW watch for creatively naming this newsletter! Thank you to all who submitted their ideas; the executive board voted on all submissions and ‘Between the Lines’ received the majority of votes. A special thank you to Michelle for giving our member’s newsletter the perfect name. This name encompasses both utility and construction, as it’s not just what goes on above and below, but also all the work done in-between.

Maxwell Trevor Bolt is the winner of the Apple iPad. In an effort to raise awareness about our new ‘mailing’ list, we ran a promotion and anyone who subscribed to our email list, was entered into a draw. Thank you to all who subscribed and helped encourage others to sign up. Keep up the good work - our numbers are growing daily! It’s important for members to subscribe so you can stay informed about the latest news, take advantage of member perks, and much more.

Congratulations to you both!!

2015 All Canada Progress Meeting

Sunday, August 16 to Thursday, August 20, 2015 the IBEW First District will hold its Annual All Canada Progress Meeting at the Delta Hotel in St. John’s, Newfoundland. The theme for this year’s meeting is “Waves of Change: Oceans of Opportunity.” IBEW Locals 1620, 1615, 2330, 2351 & 2228 are excited to host this year’s event and plan to make it one to remember.

This meeting will be attended by delegates from across Canada representing more than 66,000 IBEW members. This event will provide information on the ever-changing landscape of the electrical industry and labour issues. We look forward to sharing pictures and stories in the Fall edition of ‘Between the Lines’.

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Congratulations to you both!!
Women in Resource Development Corporation (WRDC) is excited to announce a new educational funding partnership with Newfoundland and Labrador Hydro (NL Hydro), providing financial assistance to women pursuing trades and technology education in Newfoundland and Labrador.

Cheri Butt, Executive Director of WRDC says, “Women are underrepresented in trades and technology occupations in this province. The NL Hydro scholarships provide the opportunity to assist women with their financial needs, allowing them to pursue careers in these fields.” The new NL Hydro Scholarships align with the goals of both WRDC and NL Hydro to help broaden women’s trades and technology opportunities, leading to a more diversified energy industry.

Dawn Dalley, Vice President Corporate Relations says, “Diversity and inclusion in the workplace is a priority for us. These scholarships will help remove educational and employment barriers, and financial challenges women may encounter in pursuing their career.”

With NL Hydro’s financial contribution, WRDC will award eight students a scholarship of $2000 each. These funds can be applied toward the cost of pursuing post-secondary education at any institution that offers one of the selected programs. More scholarship information can be accessed on WRDC’s website or via the below contacts.

Lisa Birmingham
Program Coordinator
Women in Resource Development, Educational Resource Centre
Tel: (709)738-8198 Email: lbirmingham@wrdc.nf.ca

Erin Squires
Senior Communications Advisor, Hydro
Tel: (709)738-8198 Email: ErinSquires@nlh.nl.ca

APPLY NOW!
Full Details and application form available at: www.wrdc.nf.ca/2000trades

[Image of women in trades uniforms with text: New $2000 Trades Scholarship for Women]
## IBEW Local Union 1620 Lower Churchill Project Shop Stewards

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<tr>
<td>Matt McDonald</td>
<td>Aramark</td>
<td><a href="mailto:mattgmc@hotmail.com">mattgmc@hotmail.com</a></td>
<td>709-699-6235</td>
</tr>
<tr>
<td>Wayne Greenham</td>
<td>Aramark</td>
<td><a href="mailto:wayne_greenham2007@hotmail.com">wayne_greenham2007@hotmail.com</a></td>
<td>709 884-8952</td>
</tr>
<tr>
<td>Neil Belben</td>
<td>C&amp;T</td>
<td><a href="mailto:neilbelben@hotmail.ca">neilbelben@hotmail.ca</a></td>
<td>709-927-7622</td>
</tr>
<tr>
<td>Leonard Alexander</td>
<td>JCL</td>
<td><a href="mailto:leonardalexander2@hotmail.com">leonardalexander2@hotmail.com</a></td>
<td>709-649-0978</td>
</tr>
<tr>
<td>Gordon White</td>
<td>JCL</td>
<td><a href="mailto:whycliff_04@hotmail.com">whycliff_04@hotmail.com</a></td>
<td>709-486-1394</td>
</tr>
<tr>
<td>Jim White</td>
<td>JCL</td>
<td><a href="mailto:jhwhite@nl.rogers.com">jhwhite@nl.rogers.com</a></td>
<td>709-489-4490</td>
</tr>
<tr>
<td>Wade Norman</td>
<td>JCL</td>
<td><a href="mailto:sweaters5@hotmail.com">sweaters5@hotmail.com</a></td>
<td>709-638-0153</td>
</tr>
<tr>
<td>Larry Thomas</td>
<td>JCL</td>
<td><a href="mailto:larrythomas66@hotmail.com">larrythomas66@hotmail.com</a></td>
<td>709 668 0235</td>
</tr>
<tr>
<td>Eric Kendell</td>
<td>JCL</td>
<td><a href="mailto:eric4kendell@yahoo.ca">eric4kendell@yahoo.ca</a></td>
<td>709-538-8180</td>
</tr>
<tr>
<td>Caitlin Nee</td>
<td>Lab Catering</td>
<td><a href="mailto:cait.nee@gmail.com">cait.nee@gmail.com</a></td>
<td>709-280-5324</td>
</tr>
<tr>
<td>Junior Hodder</td>
<td>Granite</td>
<td><a href="mailto:juniorehodder@outlook.com">juniorehodder@outlook.com</a></td>
<td>709-899-1213</td>
</tr>
<tr>
<td>Kirt Beanland</td>
<td>Northstar</td>
<td><a href="mailto:kirtbeanland_41@live.com">kirtbeanland_41@live.com</a></td>
<td>709-649-2882</td>
</tr>
<tr>
<td>Terry Parsons</td>
<td>Northstar</td>
<td><a href="mailto:terryparsons@nf.sympatico.ca">terryparsons@nf.sympatico.ca</a></td>
<td>709-727-0719</td>
</tr>
<tr>
<td>Mike Critch</td>
<td>Northstar</td>
<td><a href="mailto:michaelcritch@outlook.com">michaelcritch@outlook.com</a></td>
<td>780-870-6931</td>
</tr>
<tr>
<td>Rudy Wells</td>
<td>Springdale</td>
<td><a href="mailto:rudywells1955@hotmail.com">rudywells1955@hotmail.com</a></td>
<td>709-673-6502</td>
</tr>
<tr>
<td>Rose Ford</td>
<td>Tormgait/Atco</td>
<td><a href="mailto:roseford3@hotmail.com">roseford3@hotmail.com</a></td>
<td>709-896-0725</td>
</tr>
<tr>
<td>Greg McCormick</td>
<td>Valard</td>
<td><a href="mailto:extremesledder@hotmail.com">extremesledder@hotmail.com</a></td>
<td>506-381-0193</td>
</tr>
<tr>
<td>Lonnie Wells</td>
<td>Valard</td>
<td><a href="mailto:lwells11@hotmail.com">lwells11@hotmail.com</a></td>
<td>709-638-0664</td>
</tr>
<tr>
<td>Henry McNeil</td>
<td>Valard</td>
<td><a href="mailto:henry.mcneil@valard.com">henry.mcneil@valard.com</a></td>
<td>905-931-7210</td>
</tr>
<tr>
<td>Keith Hickey</td>
<td>Valard</td>
<td><a href="mailto:keithhickey2008@hotmail.com">keithhickey2008@hotmail.com</a></td>
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<td>Valard</td>
<td><a href="mailto:labman344@hotmail.com">labman344@hotmail.com</a></td>
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<td><a href="mailto:pardys_canada@hotmail.com">pardys_canada@hotmail.com</a></td>
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</tr>
<tr>
<td>Galen Dempster</td>
<td>Valard</td>
<td><a href="mailto:galen.dempster@nf.sympatico.ca">galen.dempster@nf.sympatico.ca</a></td>
<td>709-456-7571</td>
</tr>
<tr>
<td>Fabian Gladney</td>
<td>Valard Quebec</td>
<td><a href="mailto:fabian.gladney@gmail.com">fabian.gladney@gmail.com</a></td>
<td>709-683-1823</td>
</tr>
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## IBEW Local Union 1620 Maritime Link Project Shop Stewards

<table>
<thead>
<tr>
<th>NAME</th>
<th>TITLE</th>
<th>EMAIL ADDRESS</th>
<th>PHONE NUMBER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jeff Dennis</td>
<td>Major’s Logging</td>
<td><a href="mailto:jdennis@nf.sympatico.ca">jdennis@nf.sympatico.ca</a></td>
<td>709-635-5764</td>
</tr>
<tr>
<td>Jessica Gillard</td>
<td>Major’s Logging</td>
<td><a href="mailto:jessicargillard@hotmail.com">jessicargillard@hotmail.com</a></td>
<td>709-640-6612</td>
</tr>
<tr>
<td>Troy Gilbert</td>
<td>Marine Contractors</td>
<td><a href="mailto:troygilbert1971@hotmail.com">troygilbert1971@hotmail.com</a></td>
<td>709-645-8421</td>
</tr>
<tr>
<td>Sean King</td>
<td>Marine Contractors</td>
<td><a href="mailto:kinger7710@hotmail.com">kinger7710@hotmail.com</a></td>
<td>709-649-5275</td>
</tr>
</tbody>
</table>

## IBEW Local Union 1620 Office

<table>
<thead>
<tr>
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<th>TITLE</th>
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<th>PHONE NUMBER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Terry Rose</td>
<td>Business Manager</td>
<td><a href="mailto:terry@ibew1620.com">terry@ibew1620.com</a></td>
<td>753-6071</td>
</tr>
<tr>
<td>Don Murphy</td>
<td>Assistant Business Manager</td>
<td><a href="mailto:don@ibew1620.com">don@ibew1620.com</a></td>
<td>330-4239</td>
</tr>
<tr>
<td>Peter Routliff</td>
<td>Strategic Project Consultant</td>
<td><a href="mailto:peter@ibew1620.com">peter@ibew1620.com</a></td>
<td>330-1283</td>
</tr>
<tr>
<td>Brian Pickford</td>
<td>Site Representative</td>
<td><a href="mailto:brian@ibew1620.com">brian@ibew1620.com</a></td>
<td>486-1576</td>
</tr>
<tr>
<td>Rick Fudge</td>
<td>Site Representative</td>
<td><a href="mailto:rick@ibew1620.com">rick@ibew1620.com</a></td>
<td>673-8817</td>
</tr>
<tr>
<td>Deborah Hartery</td>
<td>Executive Assistant</td>
<td><a href="mailto:dhartery@ibew1620.com">dhartery@ibew1620.com</a></td>
<td>753-6071</td>
</tr>
<tr>
<td>Candice Burke</td>
<td>Dispatch Coordinator</td>
<td><a href="mailto:candice@ibew1620.com">candice@ibew1620.com</a></td>
<td>753-6071</td>
</tr>
<tr>
<td>Janelle Ivany</td>
<td>Member Services Representative</td>
<td><a href="mailto:janelle@ibew1620.com">janelle@ibew1620.com</a></td>
<td>753-6071</td>
</tr>
</tbody>
</table>