



April 24, 2025

Testimony on behalf of Central Maine Power Company Neither For Nor Against
LD 1048: An Act to Require Certain Notice Requirements for Whistleblower Protections

Senator Lawrence, Representative Sachs, Members of the Joint Standing Committee on Energy, Utilities, and Technology, my name is Kathleen Newman, Vice President of Government Affairs for Central Maine Power Company, submitting neither for nor against LD 1048: An Act to Require Certain Notice Requirements for Whistleblower Protections.

This bill requires written notice be provided each year advising employees of the rights, protections and remedies guaranteed under §1316 and lays out the manner and conditions in which that notice must be given.

We are unclear why the definitions of “employee,” “employer” and “utility contractor” are reiterated in the new §1316-B – only removing the word “currently” from for the new definition of employee:

"Employee" means a person who currently performs or formerly performed a service for wages or other remuneration under a contract of hire, expressed or implied, for a public utility, competitive electricity provider, affiliated interest or utility contractor.

CMP and Avangrid currently meet the requirements of §1316 through various means including our annual employee training, our Supplier Code of Conduct which is incorporated into all of our contractor agreements, on our internal Compliance Division intranet site and our annually acknowledged Employee Code of Conduct (excerpt below):

Retaliation Speaking up is the key to the success of the Compliance Program and protecting the Company. We have a “zero-tolerance” policy for retaliation against employees who report concerns in good faith. Punishment, penalties, or other retaliatory actions against an individual for reporting an ethical or compliance concern in good faith are strictly prohibited. Employees who commit such violations, as well as employees who are aware of violations and fail to report them, maybe subject to the full range of disciplinary action, up to and including termination. State and federal laws support Avangrid’s policy of speaking up, e.g., the Maine Utility Accountability Act.

We feel these methods are sufficient to ensure that our employees know their rights and the protections afforded them as well as the remedies guaranteed in existing law and that this legislation is unnecessary.

Thank you for your consideration.