

Business Manager's Report

July 2, 2015

By the time you read this, you will have received our June 2015 Kelepona Leo newsletter, which was mailed this date. Following is an update on my Business Manager's message and other issues reported in the Kelepona Leo.

Inside Hawaiian Telcom

I met with HT President and CEO Scott Barber to discuss issues from both parties, and to get a feel of his plan and where we go from here as a Company and a Union. Scott has always been very candid with our office and is always willing to meet. The Kelepona Leo gives you an idea of the areas of concern that we discussed. But, I want to tell you what the biggest issue is and the battle that we face in 2017. Why 2017? Negotiations.

During our meeting, one of my asks to Scott was to extend our current Collective Bargaining Agreement. The first thing he said was, "The way it is now?" My reply was, "With a slight change to include General Wage Increases." He understood the GWI piece, but said, "Sick leave is an issue."

We all know that we have people who truly are ill with serious health conditions, and those who have temporary health conditions. On any given day, 15% – 20% of our workforce is out on sick leave. (Ex: 125 employees on sick leave, at an average pay of \$28.00 per hour, multiplied by 8 hours a day, multiplied by 5 days a week, multiplied by 4 weeks = \$112,000.00 a month (estimate only).) The cost factor is one part of it. The most crucial point is the business. We need our members at work every day to service our customers in order to remain in business and to continue your employment. Make no mistake ... the Company is not shy about hiring contractors to do your work. These are pressures that will impact our sick benefits and negotiations. Come to work every day and give an honest day's work for an honest day's pay. Help your Local Union preserve your sick benefit entitlements in our next negotiations. For those who show up every day, thank you so much for being responsible IBEW members.

Scott is tentatively scheduled to meet with our Local Union Executive Board at our August meeting.

For those of you who are on Home Dispatch, your Local Union continues to engage with the Company regarding start time concerns tied to Labor Law compliance. We received affirmation that the start of vehicle inspection is the start of your day. We continue to refine other parts of the policy and will notify you as soon as information becomes available. If you have any questions, please see your supervisor, as he/she should be able to address your concerns.

Inside our Local

9th District International Vice President John O'Rourke will be in town the week of August 2nd and will be meeting with Local 1357's Executive Board and Staff, and HT President and CEO Scott Barber. We will be in Hawaiian Telcom's main building on Thursday, August 6th, so don't be shy. Come up and say hello to your 9th District Vice President. This is a great opportunity for all parties.

As we prepare to celebrate Independence Day, we cannot forget the unforgettable sacrifice given by millions of brave souls. This is the perfect time to salute them and wish our nation "Happy 4th of July" on this happiest of days. Wishing you and your family a safe and enjoyable holiday!

Be Safe, Be Well and Be Responsible.

I Am Fraternally Yours,

Kimi L.N. Koge

Reminders:

- Local Union Elections begin with nominations this coming December
- May 2017 - The start of Hawaiian Telcom negotiations (22 months away)