

BUSINESS MANAGERS REPORT

July 6, 2018

Aloha Sisters and Brothers!

As a new chapter in Hawaiian Telcom's history begins to be written, our members are optimistic with what the future will bring. Naturally, with change comes uncertainty, however we have been in this situation many times before and we have always persevered. Many of us have seen the steady decline of our company over the past year and a half and felt that something had to change for the better. President & General Manager John Komeiji is committed to making Hawaiian Telcom successful again and even though he faces some immediate challenges, I am confident that he is the right person to lead HT into the future.

Last month Representative Lisa Parran and I spent some time with Unit 10 members in Saipan. As the membership there has been increasing, the stewards have been doing a great job keeping everyone informed and prepared for their upcoming contract negotiations. During our visit, we had some dialog with many of the members and discussed their concerns with management. Some of the issues that arose were; members not being paid for their full day of work, members not being paid for their standby assignments, incorrect promotion practices, and other blatant violations of the CBA. We were able to address some of these issues, and grievances have been filed to address the remaining ones.

Although we have reached out on more than one occasion to IT&E leadership over the past few months to see if they wanted to engage in early bargaining, we have not got a response. I will continue to reach out to IT&E's leaders and emphasize that the IBEW and its members are ready and willing to begin the bargaining process in the hope of reaching an agreement prior to the expiration of the current contract in May 2019.

In May, we filed an Unfair Labor Practice against Hawaiian Telcom in regards to Network Operations refusal to honor an agreement that they had with the IBEW and the technicians who were loaned to Station. I am pleased to report that the technicians will be returning to their rightful workgroups on July 8th. Even though I am glad that they are returning, I am disappointed in the way that this situation was handled by the Network Operations leadership. This situation should have remedied itself if they had just honored the agreement and not have gone back on their word, fostering mistrust with the IBEW and its members.

The U.S Supreme court ruled on the Janus case late last month, and as expected, overturned a 41 year old decision that permitted public-sector unions to collect fair share fees of workers who the union represents. Although the Supreme Court decision affects only public-sector labor organizations, it is only a matter of time before the businessmen in office turn their attention to all blue collar workers. This case was a thinly veiled attack on workers right to organize and

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bargain collectively. Our nation's political climate has been very contentious since 2016, and with the retirement of Justice Kennedy, prepare for it to continue.

I am happy to announce that Local 1357 won a recent arbitration involving an employee that was improperly terminated and the arbitrator ruled that the employee be reinstated. The arbitrator also stated that the Union notify its members of their duty as employees to abide by the company's Code of Conduct, cooperate in company investigations, and report accidents. As IBEW members, we should always do the right thing every day by coming to work and putting in an honest 8 hours. The value of honesty should permeate throughout our day from our timesheets to our lunchbreaks and even when talking to your supervisors. Whether you are a Steward, Unit Chairman or just an educated member, remember that honesty is always the best policy and that is something IBEW members should live by on a daily basis.

No one should have to tolerate harassment or intimidation at work. If you are experiencing harassment or bullying by coworkers or management, please do not hesitate to report it. We have many new members who are afraid of speaking up because they are fearful of retaliation, but Hawaiian Telcom is very clear that it will not tolerate retaliation in its Code of Conduct. I encourage everyone who feels harassed, bullied, or intimidated to reach out to the IBEW office, any shop steward, or HT Security immediately to address this unacceptable behavior.

In Solidarity,



Troy Benevides

Business Manager/Financial Secretary