

BUSINESS MAMANGERS REPORT

OCTOBER 6, 2017

Aloha Sisters and Brothers,

As Hawaiian Telcom and the IBEW continue to meet to negotiate a new contract, we ask our membership to continue to come to work and give an honest 8 hours. With the end of our contract just 3 months away, now more than ever is the time for us to stand together in solidarity. Our Negotiations team has finished the work group visits around Oahu and there were many great questions, but the key to our membership's success is our solidarity. There are many new members and soon to be members that have not gone through a contract negotiation before and we all need to help keep them informed. At times, management will use the lack of experience of these new members to intimidate, influence and harass them by telling them not to get involved or not to pay attention to what is going on, which is something that we will not tolerate. As an example, if your supervisor is encouraging you to do work prior to your start of shift just to conform to his or her goals, notify a steward or contact the office immediately. If this is happening to you or one of our sisters and brothers are witnessing these unfortunate occurrences, please speak up, shield them from continued harassment, and let our office know. No one should have to come to work fearful of retaliation, being bullied by management, and worried about their jobs because an injury to one is an injury to all. Please report such violations immediately so we can take immediate action.

Last month's IBEW RENEW Conference was held in the Steel City of Pittsburg from the 20th through the 23rd. RENEW is the IBEW's initiative to "Reach Out and Engage Next-Gen Electrical Workers" and it was great to see their commitment to our future members and leaders of our union. Our leaders of tomorrow are the emerging leaders of today and by working together with our new IBEW members will only strengthen our union for many years to come. Shop Stewards Lisa Taylor and Tavori Monmaney accompanied me to various workshops ranging from Robert's Rules of Order, IBEW Leadership Structure and Code of Excellence/SPARQ. SPARQ is the acronym that describes our Code of Excellence; SAFETY, PROFESSIONALISM, ACCOUNTABILITY, RELATIONSHIPS and QUALITY. Together, these attributes guide our approach to work each and every day. If we come to work and work safely, with a professional attitude, are accountable for our work, build relationships with our customers and those in our work groups, and do a quality job, we will continue to show our employer that the IBEW is the best qualified workforce they have.

Safety should always be at the forefront of everyone's minds each and every day we come to work. We need to remember that the importance of the job is never so great that we cannot take the time to do it safely, and at times we need to remind our supervisors of this as well. We never want to get into a situation where we are performing our jobs haphazardly because of the pressures from a supervisor. If you feel that the direction you are getting is wrong because it is unsafe, you are absolutely correct in expressing your specific concerns. You all have the right to leave work and head home with all your fingers and toes, and more importantly, your life.

In Saipan, IT&E and the Northern Marianas Trades Institute has partnered together to help provide technical skills that will help address workforce needs in the Commonwealth of the Northern Mariana Islands. The program is designed to upgrade the skills of IT&E's technicians and employees so they can better serve their customers and community. Thanks to IT&E Executive Director Rob Harrell in seeing the value of investing and developing our members in Saipan!

Congratulations to Unit 2 on Maui on being the first unit to have all of their members download the Local Hub App! We have received lots of positive feedback and excitement over our new communication tool and we continue to get the word out to everyone to download it. The Local Hub

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downloaded on any Apple or Android device via the Apple/Google Play Stores. Please reach out to the office if you are in need of assistance in downloading or for your member number.

The Labor of Love Community Service Project that was scheduled for October 14th has been postponed. LCSC Director Catharine Lederer notified everyone a few weeks ago about the postponement and the notification was posted on our Local Hub App. Although no new date has been set, we are still taking volunteers for this community service event so please call the office to get on the list. When we get an update from the Labor Community Service Committee on a new date we update everyone via our app.

Happy Halloween to everyone! For those members going trick-or-treating or celebrating other fall harvest festivities with the family, please remember to be safe out there on the streets and keep an eye on your little ones.

In Solidarity,

A handwritten signature in black ink, appearing to read 'Troy Benevides', with a long horizontal line extending to the right.

Troy Benevides
Business Manager-Financial Secretary

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