



Kelepona Leo

IBEW Local Union 1357



"an informational newsletter published quarterly for the direct benefit of our members, for solidarity, security and family – today and tomorrow"

My Fellow Brothers and Sisters,

It's been 10 months since I took the Oath of Office as your Business Manager-Financial Secretary. The challenges and issues haven't gone away and are still on the table, such as: contracting of work, training for members, GPS interpretations, litigation cases, Life Long Learning, grievance processing, filing ULP's, meetings with SMT, meetings with members, Aloha United Way, IBEW administration, cut-backs in the Union Office, etc. And while it seems daunting, we continue to work out the issues with both Companies, with the best interest at heart for all of our members. I'm not saying the Companies should yield to us; it's the partnership that matters in order to address and work on issues to resolve. And at the end of the day, we may agree to just disagree and tackle the next issue.

Here's a synopsis of 2013:

- Saipan Visit in April --- meet and greet with management of IT&E to discuss all outstanding issues, the stability/financials of the Company, as well as to meet with employees.
- Saipan Visit in October --- The purpose of the visit was to help rebuild Unit 10, address members' needs/concerns, Unit training, organize the unorganized, Code of Excellence training for all employees, build re-



- relationships between management and hourly, 2014 negotiations, etc.
- Contracting of Work --- discussions continue on a weekly basis in this arena, as this is one of our biggest pet peeves. Request was made to the Company to figure out ways to bring the work back home. May it be possessing certifications, getting the proper tools, getting proper training, addressing an older work force and bringing in the new, etc., I believe some of this is due to poor scheduling and internal breakdowns; often pulling the trigger too late. Again, it is our belief that if they are contracting work out, our members should first be given the opportunity to work overtime. Let me be clear, we don't agree with contracting; we should be working towards bringing it home.
- Sick leave law was overturned in April --- Company enforcing its 2% Attendance Policy
- Meetings with management and employees to mitigate employee exposure (disciplines)
- Meeting with Governor Abercom-

bie, reaching out to help save jobs at Hawaiian Telcom

- Baseyard visits --- will continue
- Global Positioning Systems issues
- Home Dispatch issues
- HR and Legal --- tied to litigations, disciplines, contracting, right to bargain, etc.
- HT revolving door on the 17th floor
- Meeting with Kaiser Permanente to discuss services they offer to Labor groups
- AFL-CIO to discuss community services and how we can help
- IBEW 9th District Progress Meeting
- Planning session for 2014 9th District Progress Meeting to be held on Maui
- Constant push for training for our membership
- Outside/Inside training to position our members
- Budget Cuts
- Arbitrations --- termination cases: won 1, lost 1 and reached a settlement on another. We have approximately 4 other cases pending arbitration.
- Union Leadership training/conference
 - ~ Unit Chair and Recorder Training
 - ~ Shop Steward Training
- Political Action Committee Meeting

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Contributing Editors:

Summer Balocan, Ted Furukado, Andie Kahakui, Neal Katto, Miki Keli'i, Kimi Koge, Nadine Kaneakua Long, Scot Long and Joe Medeiros

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- Expanding job classifications to test for job classifications, Customer Zone Technician I and Electronic Equipment Installer. Those who qualify now are Leader Line, Line, CZT II, Cable Splicers and Station classifications.
- Continuation of outstanding grievances
- Meeting with Hawaiian Telcom Board member Haruki
- Merging of the Customer Care Advocate and Affiliate Services Support Representative classifications
- Discussions with Mark Taosaka regarding training for technicians who are in field operations. Also, bringing back the Electronic Concepts course.
- Supporting this year's Aloha United Way Campaign and hitting targets, generating more than \$150k and more than 50% participation
- AFL-CIO Waimanalo Project
- IBEW 9th District Business Managers Meeting/Organizers Conference
- 2013 IBEW Broadcasting, Manufacturing and Telecommunications Conference, Florida
~ Guest Speaker at TCC 2 meeting
- IBEW Code of Excellence roll out to Sr. Management
~ Next rollout to Sr. Managers 2014, then to all supervisors and hourly personnel
- IBEW 9th District VP Mowrey visit with CEO Eric Yeaman
- Acquisition of Wavecom
- Acquisition of SystemsMetrics
- Safety Issues
- Quality Issues
- Obama Care
- Same Sex Marriage Bill
- Hawaiian Telcom Pension Fund: 5 payments totaling approx \$10m
- Protecting our Collective Bargaining Agreements
- Etc.

These are just a few things that have been happening with both Companies. We will continue to do what we do to position our membership and our Union for our future.

I reported to you in last month's Business Manager's Report that the building the Union Office is housed in is being sold by the owners, IBEW 1260. Although our lease is not up until October 2014, the hunt has begun

to find a new home for our Local. From what we understand, a credit union entity has bought the building. IBEW 1260 has been gracious to us for 40+ years, and for us, it will be a new beginning for IBEW 1357. We will keep you posted.

This year's financial audit is underway with CPA Terry Takaki from Lemke, Chinen and Tanaka CPA Inc. Staff Assistant Elizabeth Maki has been doing an outstanding job of keeping on top of our financial processes since coming on staff. It was always a thought to bring the bookkeeping back in-house, and it was recently recommended by our auditor that we pursue that. Sister Maki will be handling the majority of the bookkeeping and check-cutting. And although our finances from fiscal year 2013 show a small decline in expenses, our legal fees have soared due to litigations and our continuous battles with the Company, holding them accountable for their actions. We may not win every fight, but we know that the hard work that we do mitigates the exposure for our membership, as well as our Union.


As we prepare to close 2013 and journey into 2014, your Union will continue to do our due diligence in representing all of you, protecting our membership, protecting job security, protecting our Collective Bargaining Agreements, etc.

Please attend your monthly Unit meetings, as this is your chance to voice your opinions and check what's going on in the Company and your Union. Yup ... "your Union". Get involved, stay involved, stay informed! Let's help one another instead of letting each other fall. We are stronger in numbers; "united we stand, divided we fall".

Merry Christmas and have a wonderful and blessed New Year!

Bless IT&E and Hawaiian Telcom and Bless our Union!

In Solidarity,



Kimi L. N. Koge
Business Manager-Financial Secretary

Message from the President Ted Furukado

Hi, everyone.

It has been challenging to try and get quorum at our monthly Unit meetings. So, this is an appeal to our members ... the BEST work force, bar none ... to attend a Unit meeting. Make it a monthly ritual, like meeting at the bar after work or having Sunday dinner with family. Refreshments are provided, as well as non-alcoholic beverages, for your attendance and fellowship. And you might meet members at your Unit meeting whom you work with over the phone, but have never met in person. But, more importantly, you get to vote at Unit meetings on YOUR Union business and requests, as well as YOUR Executive Board's motions regarding various needs, policies, Bylaws changes, expenditures, etc. Attending a Unit meeting will enable you to voice your opinion and raise issues that concern you (contractual or work).

We in Hawaii are fortunate that we have Union Reps who usually attend monthly Unit meetings, although it's not a requirement. Saipan doesn't have this luxury. We understand that we all have families to tend to after work, or even work a second and third job. But, if at all possible, please attend a Unit meeting

whenever you can. You'll have the opportunity for a one-on-one talk with a Rep or the Business Manager, which is one of many good reasons to attend a meeting.



Unit 9 recently changed its normal meeting day from the third Monday to the fourth Friday, and moved it back to Pearl City, to accommodate its Leeward Oahu members. Unit 3-Hilo has tried every day of the workweek in past years, trying to find the best day to meet, including changing the time of its meetings, as well. If you think we could do things differently for your Unit meetings, please send an email to me at ted.1231@yahoo.com or call the Union Office at 941-7761 or toll-free 1-800-994-4239. Or better yet, come to your Unit meeting and make suggestions with other members there so that together voices and ideas can be heard and decided on. The Union is not only Kimi, Andie, Scot, Executive Board, Executive Committee and Shop Stewards. Every single one of us IS the Union. Please let us know what ideas you may have and we will try it, within reason.

Mahalo.

Fairness for All by Scot Long, Assistant Business Manager

It wasn't that long ago that this nation was at war over freedom for African Americans, and we are still evolving in stemming mankind's prejudices. It wasn't that long ago that woman suffrage campaigns won the right for women to vote, and today women have a tremendous impact on the shaping of policy and leadership. In spite of tremendous advances in civil rights, indignities, abuse, prejudices and unfair treatment still happen in the home, as well as in the workplace.



In the 2002 VZ Collective Bargaining Agreement, then Business Manager Harold Dias, Jr., put in new language adding domestic partners as benefit beneficiaries. At the 37th IBEW International Convention, held in 2006, the delegates adopted the "Diversity and Full Inclusion" Resolution. On November 13th, Governor Neil Abercrombie signed a bill legalizing gay marriage. Hawaii is now one of 15 states that allows civil unions. This was not about lifestyle or religious commitments, but rather about fair treatment and recognition for both in the home, as well as in the workplace. The purpose of Unions is to protect the unprotected, to give voice to those who cannot speak for themselves, and to improve the quality of life for all.

As we begin the new year, we want to thank those of you who continue to fight for the rights of our members, and we would also like to thank those women and men who fight and serve our nation. God Bless!

CHOOSE TO SUPPORT YOUR UNION!

by Neal Katto, Executive Board Member-Honolulu County

The day things changed for me was when we walked out during contract negotiations. I was a strike captain. I was amazed to see new hires walking the line with me, even though they were not yet members of our Union. I was also very disappointed to see that there were a lot of my coworkers not walking the line with me. I thought to myself, how can you not care at this critical time to be with your Brothers and Sisters and take a stand.

I decided then to get more involved with our Union; the Union that has given me the benefits I have today and throughout my career. These benefits have



not come easy. A hard and sometimes long fight has been fought by the past and present Leaders of our Union. For Kimi, Scotty, and Andie, the fight never ends. Hard decisions are made for the good of the entire Union Membership.

If you are a new member of your Union, choose to get involved. You are the future of this Union. If you are a long time member like myself, take the responsibility of moving forward with the same amount of pride and strength that all who had come before us had done for our Union.



Get involved, attend your Unit meetings. Stay informed, familiarize yourself with the CBA and visit the website. Show your Union pride and solidarity by wearing union apparel or something blue every Friday.

To Kimi, Scotty, Andie, and The Executive Board, Thank You for this Opportunity. Thank You for Your Hard Work.

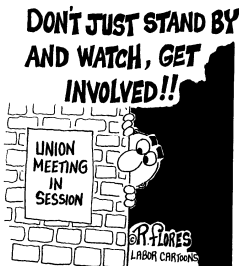
CHOOSE TO SUPPORT YOUR UNION.

Another Year Passes

by Joe Medeiros, Executive Board Member-Maui County

It's funny how time seems to move faster as you get older. Like the saying goes, "Life is like toilet paper; it goes faster as you get closer to the end." That said, my concern and wish for OUR Union is that the young, the new, and those who have been with the Company for awhile will become more involved.

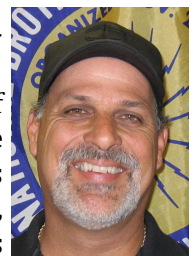
Take a good look at your Executive Board. Over 50% are retirement eligible. Unit committees are in the same shape and/or worse. Steward involvement needs more support. Stop for a minute and think back to just 2 years ago when we were in a battle with the Company. The Company came at us with



nothing but take-aways! In the battle, we lost our pension, suffered cuts to our sick leave, cuts into our medical, etc. This was done not without a fight! The reality is what we believed was a strong Union is now showing a weakness. That weakness is the

lack of participation, the lack of support, the lack of involvement!

Paying your Union dues is only part of the solution. YOUR participation is the missing part to our UNION strength. As your Union staff, the Executive Board, Executive Committees, and Stewards continue to battle for our members, without the support from all Union members we are doomed!



Ask yourself, "What will the next negotiations be like?" If the Company's success in the last negotiations is any indication of what's to come, and with the growing number of weak Union members, what do you think the next negotiations will be like? What are you willing to give up? When is enough enough? Don't wait to get involved. The first three letters in UNION translate to YOU AND I, and that's what it is going to take for YOUR UNION to become successful once again!

In the Midst of Mediocrity

By Scot Long, Assistant Business Manager

The Union has had to address several tough issues at Hawaiian Telcom over the last couple of years. In 2011, there were 87 RIF notices issued to our members, followed by an onerous bargaining session. There was no contract until we settled in January of this year. And while the Company needed to address cost issues coming out of Bankruptcy in 2010, the erosion of our ability to provide great customer service continues. It seems that, quarter after quarter, the earnings call is favorable for HT; however, our day-to-day work environment, functions, work load and support continue to wane. What do things have in common?

- Fleet --- There are nearly 700 vehicles that have routines that need to be caught up on. There are many trucks that should have been cycled out after 10 years, but are still part of the inventory (an aging fleet has more maintenance). Ladder Units take months to repair; techs now reluctant to turn their trucks in and instead drive Company cars or double up to do the job.
- Managers complain that they cannot get their equipment calibrated, and so meters sit waiting to get repaired. There are possible errors on the readings because of no updated test, thereby putting employees and customers at risk.
- Answer times for the call centers have not been met for years. Customers tired of waiting for someone to pick up the line, disconnect their service; due dates well past the 3-day PUC obligation cause customers to cancel their service, even though the processing, provisioning and scheduling of the tech have already been done.
- CZTI's now have to cover 5 offices at times, and field techs are running tempo jumpers because the customer is waiting for service and there are no switchmen around. Basic routines for each Central Office have been neglected for years and we find ourselves scavenging for replacements.
- In Logistics, inventory now sits on shelves because of a capital freeze, holding back promotions because we haven't backfilled in a timely manner, and running overtime because we are short of employees. The demand tied to the TV build increased from 2011. However, since then, we have had to use a huge amount of resources to support the Contractor assisting with the build.

- Archaic systems still cumbersome in order-taking/billing, provisioning, etc. There are more layers between the hourly employee and the CEO; in some instances 7 steps.
- Human Resources, understaffed, overwhelmed, and new, continues to have its challenges. The Company now counts on agencies like the Hawaii Employers Council to advise them? We have one employee in charge of making sure 1400 employees have a safe work environment. Human Resources used to be the glue in protecting the Company, and made sure we were compliant and adhered to regulations/laws/the Collective Bargaining Agreement/etc. They were tasked to make sure employees were trained for the vision; they were there for support for both management and hourly employees. Now it seems in some areas they have relegated themselves to being traffic cops.

In 8 out of 9 of the above hourly areas I mentioned, there were hourly employees who received RIF notices, and the Company ended up outsourcing work in those classifications. And while there were employees saying that the Union should have gotten more in the CBA, take a look around you now; see what we have been seeing for quite some time; compromising integrity. Even with the CBA settled, the Company is still struggling; even with contractors, they still can't keep up with customer service; even with creative financing, we are just barely making our numbers; as the Company continues to change the Leadership at the top.

The Union has mapped out the erosion of Hawaiian Telcom going back to 2005 and we have yet to see the needle move in the right direction. The decisions we have made were based off of the behavior of Leadership, and quite honestly, they were the right decisions. And we must, as good Union members, go back to our basics: do the right thing each and every day; get as much training as you can, both with your job and with the industry; help your fellow Brothers and Sisters through these tough times; and stop turning one another in. While the Company has gone through mergers and acquisitions, the one consistent resource has been its employees. More and more members are retiring; however, we have not truly built a succession plan for membership development.

Continued on page 6 In the Midst of Mediocrity

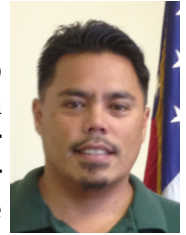
Continued from page 5 In the Midst of Mediocrity

The Business Manager continues to push Eric Yeaman and Scott Barber to provide more technical training for members. She is also working on initiatives to drive the work back home and get rid of contractors, reinforcing the commitment to keep Hawaiian Tel's integrity, whether it be in the quality of the work we do or in the promises that are given to employees or customers. We cannot depend on management to dictate our future and now must get back to basic Union principles. Thank you all for your tremendous support during these tough times.

HOLIDAY GREETINGS

By Miki Keli'i, Executive Board Member-Hawaii County

Aloha,
As this year comes to an end, I would like to wish every one of you a Merry Christmas and a Happy New Year. Let us be thankful for our leaders who dedicate their time to fight for our benefits and quality of life. It is not easy and the fight will never end. We set the bar for quality work and we need to keep it that way. We provide the best service with aloha. Please enjoy your holiday season with family and friends and also remember the men and women of the armed forces who sacrifice their time and lives. Mahalo and God bless.



MY CHRISTMAS LIST

By Andie Kahakui, Assistant Business Manager

What am I dreaming of this Christmas? Probably the same as most of you...Peace on earth, A World full of Happiness, Love and Blessings for all! But, this year I am also wishing for something more specific, but costs nothing.

I WISH:

1. That all our members enjoy a stress-free work environment each and every day for the rest of your career...
2. That all our members actually FEEL the appreciation from management, instead of just reading about it...
3. That all our members are able to share their ideas and provide feedback without the fear of being singled-out...

4. That all our members have Supervisors that nurture and support them, not just assign work and ignore them...
5. That all our members look forward to coming to work and can't wait to come back again tomorrow...
6. That all our members truly understand their worth...
7. That all our members know they are valued...



These are just basic, fundamental beliefs that we all deserve to have. It would sure make our lives richer and fuller! Imagine how wonderful IT&E and Hawaiian Telcom could be in 2014? I do wish everyone a great holiday season!

2014 IBEW Local Union 1357 Scholarships

IBEW Local 1357 is offering scholarships of up to \$2,000.00 to active members and their children for the Fall 2014 through Summer 2015 school term.

Scholarships are awarded on a one-time basis to students enrolled in post-high school education who show leadership promise and academic excellence. Awards are to cover tuition, books and other related expenses. Applicants not selected for an award may apply as many times as they wish. So, if you've applied before, but haven't received an award, we encourage you to apply again.

The application period begins January 1st and ends March 31st. For details or to request an application form, please call or email Nadine Kaneakua Long at the Union Office (941-7761 or 1-800-994-4239 or kaneakua@ibew1357.org).

ATTENTION MILITARY MEMBERS

If you are ordered to active military service for a period of 90 days or more, and you are a member of IBEW Local Union 1357 in good standing, you are entitled to a Military Service Card. During the period that any member holds a valid Military Service Card, such member shall not be required to pay dues or per capita tax, but shall retain all membership privileges. Please contact the Union Office **PRIOR TO YOUR DEPARTURE FOR ACTIVE DUTY** to request a Military Service Card application.

Following are some prerequisites for Military Service Card:

- Applicants must be dues-paying members in good standing at the time they are ordered to active duty (Members' dues are required to be paid through the month of Military entrance.)
- Member must submit a signed application for Military Service Card to the Financial Secretary c/o the Union Office prior to departure for active duty
- Application for Military Service Card must be accompanied by all enlistment agreements and active duty orders for the covered period
- Member must be ordered to perform such duty, as opposed to volunteering, and the period of duty must be at least 90 days or more
- Within 60 days of release from the military, the member shall redeposit his/her Military Service Card in the Local Union, together with a photostatic copy of his/her discharge papers (form DD-214) showing the date of discharge. Failure to submit form DD-214 shall result in cancellation of the Military Service Card and its privileges.
- Member must not have reentered or reenlisted in the military since his/her last Military Service Card was issued
- Refer to Article XII, Section 10, of the IBEW Constitution for further details.

Article XII, Section 10, of the IBEW Constitution reads, in part, "Any member holding good standing immediately prior to the first of the month in which the member enters the military service for the first time or is recalled to such military service, under the laws of the United States or Canada, shall be issued a Military Service Card by the F.S. of his L.U. on application by such member. ... During the period that any member holds a valid Military Service Card, such member shall not be required to pay dues or per capita tax, but shall retain all membership privileges, including, but not limited to, eligibility to be a candidate for L.U. office or for International Convention delegate. In addition, all "A" members holding a valid Military Service Card shall maintain their continuous good standing and entitlement to all "A" members' benefits provided by the Pension Benefit Fund."

If you will be going out on military leave and wish to preserve your rights as an IBEW member, please call the Union Office at 941-7761 or 1-800-994-4239 to request an application for Military Service Card.

PER CAPITA INCREASE

The Delegates of the 38th IBEW International Convention, which was conducted in Vancouver, British Columbia, Canada during the week of September 19 through 23, 2011, approved amendments to Article IX of the IBEW Constitution. Accordingly, effective January 1, 2014, there will be an increase of one dollar (\$1.00) in the per capita tax. The following rates will apply to the I.O. portion of all monthly dues payments for January 2014 and thereafter:

	"A" Member	"BA" Member	"FP" - Fee Payer
Per capita:	\$17.00	\$17.00	\$17.00
Pension Fund:	<u>\$15.00</u> \$32.00	<u>Not applicable</u> \$17.00	<u>Not applicable</u> \$17.00

In accordance with Article IX of the IBEW Constitution, \$17.00 per month from each member will be deposited in the International's General Fund, and the additional amount paid by "A" members (\$15.00 per month) will be deposited into the IBEW Pension Benefit Fund.



WAGE INCREASE

Hawaiian Telcom Employees: 1% wage increase effective December 15, 2013.

Phone: (808) 941-7761
 Toll Free: 1(800) 994-4239
 Fax: (808) 944-4239


**ATTENTION UNIT 4 - KAUAI MEMBERS:
 December Membership Meeting has changed to
 Tuesday, December 17, 2013**

After Hour Phone Extensions:

Kimi Koge	ext 226
Andie Kahakui	ext 225
Scot Long	ext 230
Nadine Kaneakua Long	ext 221
Elizabeth Maki	ext 222
Keahiahi Long	ext 223
Summer Balocan	ext 224
IBEW HOTLINE	ext 400


Staff E-mail Addresses:

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Keahiahi Long.....	keahiahi.long@ibew1357.org
Summer Balocan.....	summer@ibew1357.org




**IBEW LOCAL UNION 1357
is on the Web**

Visit us at: ibew1357.org



Address or Phone Changes


Please update any changes to your address or phone number by contacting the Union Office.



Celebrate Union Pride

Show your Union pride by wearing your union apparel every Friday.





Save 15% on AT&T Wireless

Through the Union Plus program, union members are eligible to receive a 15% discount on individual or shared wireless plans.

For more information please visit unionplus.org/att

ATTEND YOUR LOCAL UNION MEET-

MONTHLY UNIT MEMBERSHIP MEETINGS			
Unit 1 - Honolulu 3rd Monday 6:00 PM Location to be announced	Unit 2 - Maui 3rd Wednesday 5:30 PM Kupau Hall 330 Hookahi Street	Unit 3 - Hilo 4th Friday 5:00 PM HELCO Union Hall 535 Oceanview Drive	Unit 4 - Kauai 4th Tuesday 5:00 PM ILWU Hall 4154 Hardy Street Lihue
Unit 5 - Kona 3rd Tuesday 6:00 PM Old Kona Airport Large Pavillion	Unit 6 - Kamuela 3rd Wednesday 5:30 PM Location to be announced	Unit 7 - Molokai 3rd Thursday 12 Noon Location to be announced	Unit 8 - Windward, Oahu 3rd Thursday 6:30 PM Makule Clubhouse Keahala Road Across from Kaneohe Playground
Unit 9 - Leeward, Oahu 4th Friday 6:30 PM Manana Community Park, Recreation Building 1310 Waimano Home Road Pearl City	Unit 10 - Saipan 3rd Saturday 1:00 PM Location to be announced	