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Volume 3 Issue 1


March 2015

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"




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.



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 Show your Union pride by wearing your Union apparel every Friday.
Proud to Be UNION



Save 15% on AT&T Wireless
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ATTEND YOUR LOCAL UNION MEETINGS

UNIT	DATE & TIME	LOCATION
Unit 1 - Honolulu	3rd Monday, 6:00 PM	IBEW LU 13587 Executive Board Room 1103 9th Avenue, Suite 200
Unit 2 - Maui	3rd Wednesday, 5:30 PM	Kupau Hall, 330 Hookahi Street, Wailuku
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 Pavilion
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 Club House, Keeahala Rd, across from Kaneohe Playground
Unit 9 - Leeward, Oahu	3rd Monday, 6:30 PM (Subject to Change)	Manana Community Park, Recreation Building, 1310 Waimano Home Road, Pearl City
Unit 10 - MTC	3rd Thursday, 5:30 PM	Kilili Beach Pavilion, Saipan

Hafa Adai and Aloha, Brothers and Sisters!

Last year went by quickly, and we are already into the third month of 2015. As I reflect back on 2014, there were both positive and negative results that impacted our membership, such as:

- Bringing our accounting/bookkeeping functions back in-house
- Reconciliation of our books
- Successful New 5-year Collective Bargaining Agreement for our IT&E membership
- Return of the "Take Care" medical plan for IT&E membership
- IT&E members trained in IBEW's Code of Excellence
- Return of the 100% lump sum pension option for our HT members
- Collection of back dues
- IBEW 1357 Scholarship recipients: Kaitlin Santos, Stefanie Gushikuma, and Kelsey Crabbe-DeSoto
- 9th District Progress Meeting in Wailea, Maui gave our Union Leaders the opportunity to engage with our International President, 9th District Vice President and staff, Business Managers and delegates of the 9th District
- 1357 Scholarship Golf Tournament increased scholarship dollars
- PAC Committee -2014 election, 82% of endorsed candidates prevail, including Governor Ige, Lt. Governor Tsutsui, Senator Schatz, etc.
- Building Corporation—addressing needs and requirements as recommended by our CPA
- IBEW 1357 new office space located at Kaimuki Central Office acquired through a settlement offer from Hawaiian Telcom



- 3 additional arbitration wins, bringing it to 12-for-12 with 1 split decision
- Local Union 1357 recognized by Aloha United Way for Union Office of the Year
- Working to streamline policies and procedures within our Local
- A favorable Workers Compensation ruling on behalf of our member
- Group visits
- Hillo Call Center RIF
- AFL-CIO Young Workers Conference Training Young Leaders
- Arbitration win which led to a 1-person RIF
- Server Notification to all members, retirees and former members
- CSSC Compensation flaws throughout 2014.

As we continue to make things right, whether inside or outside of our Local, your Union has been diligent in serving and protecting you and your family.

On a different note, there has been a rash of vehicle accidents out in the field. Preventables will lead to discipline. No job is that important for you to not do your circle check before moving your vehicle. Good safety habits protect you and the public.

From December 2014 to February 28, 2015, approximately 20 people will have elected to retire however, with the June interest rates dropping to .6%, I'm sure there will be more

retirements soon. But of the 20, President Ted Furukado, IBEW 1357 member for 35 years, and Honolulu County Executive Board Member Kau'i Poaha, IBEW 1357 member for 36 years, have sailed off into the sunset to begin new chapters in their lives. Both Ted and Kau'i have brought excellent leadership, wisdom and guidance throughout their tenure as Union Leaders.

On the flip side, congratulations to newly named President Lisa Parran, Treasurer Neal Katto, Executive Board Member-Micronesia Elizabeth Saralu and Executive Board Members-Honolulu County Nestor Suguitan and Russell Araki, who were recently appointed by 1357's Executive Board to fill the vacancies in those offices. I am confident that they will bring leadership, wisdom and guidance to our Board and membership; no different to Ted and Kau'i.

Elections for Local Union and Unit officers, as well as International Convention Delegates, are coming up in February 2016. Nominations for all offices will be held in December 2015. More information will be provided as soon as it becomes available.

Please come out and participate in your monthly Unit meetings to get information on the Company and your Union. You can visit our website at ibew1357.org or call the Union Office at (808) 941-7761 or 1-800-994-4239, or refer to the schedule at the back of your Kelepona Leo for information on monthly Unit meeting dates, times and locations. Come meet your Brothers and Sisters and enjoy some good fellowship.

Be safe and be well.

Fraternally,

Kimi L.N. Koge
 Business Manager- Financial Secretary

Contributing Editors: Summer Balocan, Ted Furukado, McKay Haiku, Andie Kahakui, Neal Katto, Ronald Kelii, Kimi Koge, Keahiahi Long, Nadine Long, Scot Long, Joseph Medeiros, Lisa Parran

**Attendance, Sick Leave, FML and HFL
By Assistant Business Manager Andie Kahakui**

Recently, there has been an increase of calls to our office from employees with questions concerning Attendance, Sick Leave, and the application of Family Medical Leave (FML) and Hawaii Family Leave (HFLL). These topics have been an ongoing issue for many of our members and the beginning of each year is when our benefits are "refreshed" and available to use if/when necessary. There is, however, confusion on what purpose these benefits serve and if attendance is something employees should care about. Our answer to that question is a definite "YES". From a Union standpoint, showing up for work is a fundamental necessity to our job security and protecting the benefits that we enjoy. Every employee was hired for the purpose of performing a specific function necessary in the operation of the business. When we accepted employment with HT or IT&E, we took on certain obligations, including the responsibility of regular and prompt attendance. As Union members, we enjoy good wages and benefits because both Union and Company recognize the value that we bring; the functions that we perform contribute to the success. We have an opportunity each and every day to exhibit our worth ... by coming to work, coming to work on time, completing each task to the best of our ability, and by being accountable for our actions.

According to 2014 attendance records at HT, an average of 15% of our Union members called-out sick each work day last year. We have approximately 750 union members at HT; that meant on any given day there were about 112 members not at work. 15% is an alarming number for a company of our size, and management is paying close attention to this trend. Attendance is a top focus for the senior management team this year and you will be hearing a lot of buzz surrounding this topic; more than ever before. The Company (HT & ITE) has a posted Attendance Policy on the employee portal that they use as a guide when administering to attendance. A rolling 12-month average is used to determine an employee's attendance and occurrence rate. If your attendance or occurrence rate exceeds 2%, supervisors will most likely conduct performance discussions and take some type of action. IBEW Local Union 1357 has informed both companies that we neither agree to nor accept the Company's attendance program. Your Union retains its right to protect members as it relates to conditions of employment. Your Union would rather treat each individual case on its own merits, versus placing all attendance situations together under one rule. Please be mindful that although we do not agree with the Company's 2% attendance rule, it is extremely difficult to overturn a discipline for attendance. Arbitrators have ruled in favor of the employer in most all cases involving attendance, citing that the employer has a reasonable expectation of its employees to adhere to their posted work schedule. Having 15% of our workforce absent from work each day places the pressure of additional work on others, but more importantly, it means that our customers will suffer because of our inefficiency to provide service. I say "our" because it is our responsibility; it is our bargaining unit work that we are fighting for. Having 15% of our work force absent every day severely disrupts our productivity and our ability to show value as a bargaining unit. This also has an adverse affect on the morale in the work place, creating an "us versus them" attitude which is counter-productive for us as Union members. Kimi Koge, Scot Long and I have heard many, many, many employees grumble about their co-workers who they believe are "sick leave abusers" and taking advantage of everyone else and don't care about

what they are doing. We truly understand the frustration that members feel and ask them to have compassion, as we do not walk in each other's shoes and know not what they are going through.



Now, having said that, we do have provisions in our bargaining contract which provide support to those who are in need of sickness disability benefits and unable to perform the functions of their job due to their own temporary illness. The intent was to ensure employees would not suffer financial loss while they were out sick. If you are sick, then by all means, seek medical attention if necessary and communicate with your supervisor and advise them when they can expect you to return to work. Provide the proper documentation of doctors' notes, FML/HFL paperwork if required or necessary. When you do return to work, it is a good idea to sit with your supervisor and review your attendance, absent rate, dates, occurrences, etc. because you need to be aware of your attendance status. Do not take your attendance lightly; do not let your supervisor determine the next course of action for you. Be proactive and take immediate steps to correct behavior and improve your attendance percentages today.

Below is a quick explanation of the benefits:

Sickness Disability or Sick Leave (Article 27.2) is a benefit that provides 100% of your pay when you are out sick or absent due to your own illness. Currently, HT employees are eligible to receive a total of 13 weeks (520 hours) of 100% paid sick leave each calendar year from January 1st through December 31st. A certificate or doctor's note is only required when you are absent for **more than 5** consecutive scheduled work days and this is for pay purposes only. If you are absent between 1-5 consecutive work days, there is no doctor's note needed to get paid. However, if you are out 6 or more consecutive days....YES, you need a doctor's note to cover all those days or you will not get paid. Submitting a doctor's note to your Supervisor is not the same as applying for FML. You should notify your Supervisor prior to the start of your shift if you are going to be absent. However, Article 27.6 states notification should be no later than 10:00 a.m. on the first day of absence.

Family Medical Leave Act or FMLA is a federal regulation enacted in 1993 which provides "leave protection" for the purpose of **a)** birth and care of newborn of employee, **b)** adoption or foster care of a child, **c)** to care for family member (spouse, child, parent) who has serious health condition, **d)** serious health condition of the employee who is unable to perform his/her job function(s), **e)** caring for an eligible family member in the Armed Forces, Nat'l Guard or Reserves. FMLA has nothing to do with your pay; it is for the sole purpose of protecting your employment while you are out on approved leave for one of the above reasons. This federal law provides employees with 12 weeks or 480 hours of protected leave each calendar year from January 1st through December 31st. To be eligible for FML leave, employees will need to have worked at least 1,250 hours in the prior

Continued on Page 3 Asst. BM message

**IBEW 1357 Financial Overview
by Business Manager-Financial Secretary Kimi Koge**

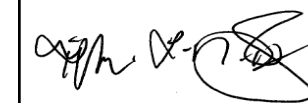
IBEW 1357 is trending in the right direction with our financial equity. We were able to manage and reduce our expenses during fiscal year September 30th, 2014, such as: bringing our accounting back in-house; engagement of Pacific Data payroll services, saving approximately \$300.00 monthly; reconciliation of the books; and to help with the finances, my staff took salary and benefits cuts to help support my vision to position our membership and our Local for our future.

Currently, our Local is going through our yearly Financial Audit with Lemke, Chinen & Tanaka CPA Inc. We will update you upon the completion of our audit.

Our Executive Board did the quarterly internal audit last month and has reported that there were no significant discrepancies.

Honolulu Executive Board Member Troy Benevides was assigned by then President Ted Furukado to Chair the Finance Review Committee, which consists of the entire Executive Board. They are tasked with reviewing all Finances, current and future, as well as our dues structure. We will keep you posted.

In Solidarity,



Kimi L.N. Koge
Business Manager—Financial Secretary

Safety and Solidarity

Brothers and Sisters,

We (Staff and/or Executive Board Members) will be visiting the different work areas to discuss Safety, Solidarity and the responsibility of an IBEW member. If you recall, we did something of a similar nature back in November 2011 while going through contract negotiations. Each member will receive a free t-shirt or discounted polo shirt for their participation in the Safety and Solidarity Program. Stay tuned for more info.

PER CAPITA TAX INCREASE

The Delegates to 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, 2015, there is an increase of one dollar (\$1.00) for "A" member contributions to the Pension Benefit Fund. The following rates apply to the I.O. portion of all monthly dues payments for January 2015 and thereafter:

	"A" Member	"BA" Member	"FP" – Fee Payer
Per Capita Tax:	\$17.00	\$17.00	\$17.00
Pension Benefit Fund:	\$16.00	Not applicable	Not applicable
	\$33.00	\$17.00	\$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 (\$16.00 per month) will be deposited into the IBEW Pension Benefit Fund.



Continued from Page 2 Asst. BM message

12 months at the time you request for leave. When you call your Supervisor to report your absence, you do NOT need to explain the health condition of you or your family member. You should, however, tell your Supervisor if the absence(s) could possibly be covered by FML so that they can contact HR and have the FML forms sent to you. Ryan Lau in HR Benefits is responsible for sending employees an FML packet which contains the required FML forms. You will be given 25 calendar days to have these forms filled-out, completed, and signed by the treating physician and submitted to HR for approval. Hawaiian Telcom and IBEW Local Union 1357 have a Memorandum of Agreement for FMLA found on page 92 of the CBA.

Hawaii Family Leave Law or HFLL is a law here in the state of Hawaii that provides employees up to 4 weeks of leave per calendar year to care for a child, spouse, parent(s), grandparent(s) with a serious health condition and/or for the birth/adoption of a child. Employees who qualify for HFLL leave can be paid up to 10 days using their available sick leave or TDI benefits. The application process and forms are the same as FMLA and administered by the HR Benefits office; Ryan Lau. If the reason for the HFL leave qualifies under both FML and HFLL, the leave will run concurrently, meaning the hours taken for the leave will be subtracted from the 12 weeks (480 hours) of FML and from the 4 weeks (120 hours) of HFL at the same time. More details on your eligibility and leave entitlements under FMLA and HFLL are outlined in the Company Policy/Procedure 201.P08 found on the employee portal.

We need everyone to understand that as Union members, we have an obligation to the Collective Bargaining Agreement, as well. Adhering to the CBA goes both ways. If we expect wages and benefits to continue, then we need to live up to our end of the bargain and show up for work. Period. Continuing this trend of 15% or higher absenteeism in 2015 and 2016 will no doubt ensure us to lose more sick leave in the next bargaining session. This would be an unfair outcome, as 85% of employees ARE here at work and showing productivity, but this is the reality we face. As we fight for less contractors and more training and additional headcount, 100+ employees are not at work every day. WE, as a Union, need to improve ourselves now or the Company will do it for us in 2017.

In solidarity always.

Breaking the Glass Ceiling By Assistant Business Manager Scot Long

IBEW 1357 continues to be progressive, with the naming of the first female President in the Local Union's history.

Lisa Marie Parran was recently appointed by the Executive Board to fill the vacancy resulting from President Ted Furukado's retirement. Lisa has been a member of Local 1357 since July 2001, serving in various leadership capacities, from shop steward, Executive Committee member, Executive Board-Honolulu County member, Local Union Treasurer, and now President. While gender was not a consideration for the Board, and they wanted the most qualified member, being the first female President since LU 1357's inception is a milestone and commitment by the Local Union towards diversity.



Lisa has hit the road running, having recently traveled to meet our Unit 10 members on Saipan, as well as joining our Unit 4 members on Kauai for their February membership meeting, and helping with our shop steward training and Unit 2 membership meeting on Maui.



Happy 2015! By President Lisa M. Parran

Aloha, Brothers and Sisters!

As times change, so do the faces of our Union members. With so many members eligible to take advantage of the lump sum with favorable interest rates and commence retirement, the makeup of our membership has started to change. Generations of Generation X'ers, and Millennials will now make up the majority of our workforce. With this comes a passing of the torch and some generational differences.

I hope you have had the opportunity to work side by side with a veteran employee. Someone who came up through the ranks. Someone who took you under their wing, encouraged you. Someone who witnessed an incredible amount of change in our industry over a 25, 30, 35 plus year career. Someone who has told you stories that start with "Back in Operator Services..." or "Back in CDH days..." You couldn't have had a better teacher, or if you were very lucky, a mentor. For within those stories is the legacy of our shared values, our Union and our Company. Knowing and understanding our history is not a wasted effort. Because not recognizing the history means you won't recognize when it's repeated.

I am thankful for our shared Union values. Let's remember that the Labor Movement grew out of the need to protect the general welfare of workers. "Justice and Equality boost us all." Better wages, safer working conditions and reasonable hours (created the weekend!) were the result. At a time when our country continues to debate social justice issues such as minimum wage (Not a livable wage!), pay inequality, and the struggle for affordable health care, I am once again thankful and mindful that, as a Union member, our wages, benefits, rights & safety in the workplace have been hard fought for, not freely given. Our history and our collective bargaining agreement are testament to that.

Our strength, however, lies in our solidarity. Choose to show your solidarity by staying informed, wearing blue or Union logo items on Friday's. Reacquaint yourself with the Unit meeting schedule, come to a meeting on any island and check it out. They can be such good fun, and the perfect forum to discuss issues and ideas. Meet and talk story with people from other departments. Get to know other members. While Oahu may have a greater number of members, the Outer Islands really know how to put on a great meeting. They take fellowship, community spirit and service to heart! A friendly competition for best meeting attendance as we move deeper into 2015 is in order. For bragging rights, of course. Unit 1's (Honolulu) meeting is held at the Union's new office space; come take a look!

To all who are retiring, and to my predecessor and mentors, the fondest aloha, Mahalo for your service to our Union and members, and congratulations!

For those of us who remain, let's keep the torch we were passed burning brightly!

With a grateful heart, and in Solidarity,

Lisa ☺☺☺



Beginning The New Year By Treasurer Neal Katto

As we begin the New Year, I hope everyone has been blessed with good times shared with family and friends. I want to remind everyone to be safe at work and at home. Be aware of your surroundings. Wear all of your Personal Protection Equipment. Follow all of the safety procedures. Remind your co-workers to do the same. We all want to be here for our family and friends. Drive defensively; do your circle safety check. Remember, "NO JOB IS SO IMPORTANT THAT WE CANNOT DO IT SAFELY". And if you feel the job is unsafe, don't do it.

I want to thank Kimi, Scotty, and Andie for all that you do for "Our Union". To Nadine, Elizabeth, Keahiahi, and Summer for all of your hard work keeping the office running. To the Executive Board, Ted, Thomas, McKay, Lisa Marie, Joe, Kau'i, Miki, Darren, and Troy. I appreciate all of you and my time with you this past year.

I would especially like to wish a very happy and well deserved retirement to President Ted Furukado, Honolulu Executive Board Member Kau'i Poaha, and soon to follow Vice President Thomas Grogan. I thank you all for your dedication, sacrifice, and hard work that you have given to our Union. I thank you for the knowledge you have shared with me. Most of all, thank you for your friendship.



To my Brothers and Sisters of our Union, get involved and stay informed by attending your Unit meetings. Make time one night a month. Show Union pride and Solidarity by wearing Union apparel or something blue every Friday.

Aloha!

Carry Forward the Mission By Retired President Ted Furukado

My career began in 1979. It's been almost 36 years and I wouldn't change a thing, EXCEPT for getting more involved with our great UNION earlier in my career. I got really active around 1997, almost twenty years after I started. My first position was that of a Shop Steward, then Unit Committee Member, Vice-Chairman, Chairman, and the biggest change of all, a member of the Executive Board. It was 2001 when I was elected to the Board as the Representative of Hawaii County. Six years later I was elected President of LU 1357. It has been an exciting thirteen years as I ramp down from an experience of total fulfillment, knowing that I've done the best job I could with the assistance of the Local's staff and three past and present Business Managers. It has been quite an experience, and a very rewarding one, learning every aspect of the Union business, negotiations, responsibilities to the membership, conducting meetings, training, etc.

International Representative Harold Dias, Jr., allowed me to be a part of my first contract negotiations in 2002. I came away feeling more confident in how our Union works. I learned how to be a better communicator, and the complexity of writing language for our contracts. Then there's Scot Long. He sat me down and made sure we were on the same page for the benefit of our members. He made it known with no uncertainty that all the decisions we made were to be in the best interest of the membership. He has held my feet to the fire because the membership is our priority. Kimi has carried on the fight with a different kind of flare. She brings a different energy to the staff. Harold, Scot and Kimi are of the same mold; always members first.

My true mentor and friend was our late former President, Koji Minami. In 1997, he expressed his confidence in my ability to be a leader in our Union. He guided me in every aspect of being a Union leader, making sure I read and could interpret our contract, poli-

cies, bylaws and IBEW Constitution. He convinced me to run for the presidency in 2006. I am grateful to him.

As I retire, I would like to encourage all of our members to get involved with the Union. Run for office; it will change your perception of the Company and how we both work. At the very least, attend your monthly Unit membership meetings. Getting involved does require you to sacrifice some personal time, but based on the gains you get, it's priceless. This is where you get the most information about what's going on in our great Union, the battles we have, what your dues are being used for and grievances we may be involved in. This is where you can have a say, a place to get questions answered, whether it be contractual or Company policies, etc. Let your voice be heard. Remember, the benefits you all enjoy today is a culmination of many, many years of negotiations and sacrifice of members before us.

I would like to apologize for my failing the mission of getting more members involved with our great Union, and I ask each of you to Carry Forward the Mission of being active in our Union. For those of you who are already active, thank you very much. An informed member makes for a better, stronger, smarter member... a stronger Union.

Lastly, I would like to thank all who have helped me over the years; I will treasure the times we've had. I will miss all the friends I've made throughout my tenure as a leader and as an employee. But, most of all, I'd like to thank my family for all the sacrifices they have made to allow me to be involved in our Union for the last seventeen years.

God Bless all of you and God Bless our Great Union.

Aloha and Mahalo!



In Solidarity Always
By Executive Board-Maui County Member Joe Medeiros

The last decade and a-half has been tough and challenging, to say the least; from GTE to Verizon, Verizon to Hawaiian Telcom. Most of us have witnessed as our Union has had to evolve; as every obstacle that was thrown at us was met with a fierce resolve. We have been beaten up, bruised and scraped up, knocked around, ignored; all the while, our Company has been downsized (employees, property, jobs, etc..) and we have had huge take-away's to our benefits (pension, sick leave, medical/dental, retiree medical, etc.). Our Union has been relentless in this battle for what is fair and just, and continues that fight each and every day. A sad note is that this is not an isolated occurrence; it is happening across our Nation. It is an attack on middle class Americans. We are literally in a fight for our lives. Do your homework, recognize what is happening, read your newspaper, watch the news, be informed. Unions are under attack. If you think it won't happen to us or you just don't care, you need to take a good look at the right-to-work states, the states that have busted unions, where unions no longer exist. Check out their wages and benefits for the blue-collar workers (labor). The fight is here; each and every member must be prepared to stand and fight. As the great Martin Luther King once said, "Our lives begin to end the day we become silent about things that matter!"

We have been blessed to work in the beautiful state of Hawaii. We have also been blessed with a strong and resilient Union. Our predecessors have given their blood, sweat and tears to create such an awesome Union. As I said earlier, we have had to evolve (reduction in staff at our Union Office, do more with less, etc.). This was done with huge sacrifices from our leaders. I believe it's time to recognize those who have given of their time, energy, leadership, with integrity and honesty. Current IBEW International Representative Harold Dias, Jr. (former Business Manager/Financial Secretary for Local 1357) and his staff; current Assistant Business Manager Scot Long (former Business Manager/Financial Secretary) and his staff; and current Business Manager/Financial Secretary Kimi Koge and her staff. True leaders in every sense of the word. But, I would be remiss not to mention leaders in our Union who are rarely in the spotlight, but have given endless hours of hard work throughout their service in the Union.

Our Executive Board is currently going through some major changes caused by retirements, so this is our first blow to what I consider an awesome group that makes up our Board. Our first loss is our recently retired President of Local 1357, Mr. Ted Furukado. This man has seen it all and has done it all, always with integrity being his guide. He has been through numerous negotiations and conducted numerous Executive Board meetings and has held countless number of positions in our Union. He has done so much for the Union on his own time, with an abundance of unselfishness. Someone I am proud to call my brother. Our

second loss is Kau'i Poaha, Oahu Executive Board Member. First of all, I don't think she has the age to retire. This young lady has been inspiring. She is a great listener, first and foremost; takes in all information on any subject being discussed, and gives you an absolutely honest, sophisticated response. She is kind, energetic, thoughtful, honest, and to top it off, brilliant! Although her time on the Executive Board has been relatively short, her contribution and involvement in the Union goes way back, from negotiations team to Unit committee member and officer, to steward and more. These two individuals have given so much with no expectations, no rewards, little if any recognition. I know for them their reward was in their accomplishments while serving our Union. If you ever want to be a truly great leader in our Union, all the above would serve as great role models. There are truly no words that come to mind when you think about all the above individuals that can explain what they have done for all of us; overly generous, committed, sincere, trustworthy, intelligent, would capture only a small portion of who they are and what they have done. The list is endless.



To the above mentioned, a heartfelt thank you; you have done and continue to do so much for us and our families. To the two retirees, May God Bless you and your families and may your retirement bring you many more years of happiness and health. In Solidarity.



What is the Union Doing for Us?
By Recording Secretary McKay Haiku

The objectives of the International Brotherhood of Electrical Workers are:

- To organize all workers in the electrical industry in the United States and Canada, including those in public utilities and electrical manufacturing, into Local Unions;
 - To promote reasonable methods of work;
 - To cultivate feelings of friendship among those of our industry;
 - To settle all disputes between employers and employees by arbitration (if possible);
 - To assist each other in sickness or distress; to secure employment; to reduce the hours of daily labor;
 - To secure adequate pay for our work;
 - To seek a higher and higher standard of living;
 - To seek security for the individual;
 - And by legal and proper means to elevate the moral, intellectual and social conditions of our members, their families and dependants, in the interest of a higher standard of citizenship.
- from the Preamble to the IBEW Constitution*



Our Local Union speaks for its members while working to achieve security and dignity on the job, a safe working environment, health benefits, a living wage, and a pension. Nothing your Local Union does is possible without you, your support and your cooperation. A union is only as strong as its members. Stay informed, get involved, and attend your Unit membership meetings.

Michael S. Mowrey Scholarship Award
By Assistant Business Manager Scot Long

IBEW Local Union 1357 recently took action to honor its retired long time 9th District International Vice President, Mike Mowrey, with a scholarship named for him. This year's top scholarship candidate will have the honor, as well as the privilege, of using the monies from this special scholarship to continue the behavior of making this a better place to live.

IVP Mowrey has supported Local 1357 through tough negotiations and an eventual strike, changes in ownership, training issues, and general maintenance. It is in the spirit of his many contributions to Local 1357 that we honor Brother Mowrey this year with the Michael S. Mowrey Scholarship Award.

Applications for IBEW Local Union 1357 scholarship are still available through the Union Office (941-7761 or 1-800-994-4239). Completed applications and all related material must be received in the Union Office no later than March 31, 2015.





IBEW 1357's

HUGS ADOPT-A-BEAR CAMPAIGN

Unit 1-Honolulu Chairman Russell Araki and Executive Committee member K.C. Long have taken action on behalf of the Unit to continue efforts begun by Business Manager Kimi Koge to support HUGS (Help, Understanding, & Group Support), a program that benefits families with children who are seriously ill.

Our goal is to make as many bears as possible by August 31, 2015 so that we can distribute them to sick children throughout the state during Christmas. The team is still working on plans for making the bears. Stay tuned for more information!

HUGS
Help, Understanding
& Group Support

Adopt a bear
(\$20/ea) & send a
special note of
encouragement to
children in the
HUGS program

Help us make bears!
We need donations
of fabric, stuffing,
and volunteers
to cut & sew

Our goal is to make
as many bears as
possible by
August 31, 2015

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941-7761
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Reflections of 2014 By Executive Board—Hawaii County Member Ronald “Miki” Kelii

Aloha, Brothers and Sisters!

As this year begins, I'd like to reflect on the challenges and accomplishments that we've been through in 2014; two hurricanes, an active lava flow, and an awesome company party. We did it all together as one. United we stand, divided we fall. Remember this always.



As more Brothers and Sisters start to retire, a lot of knowledge will be leaving us; sad, but true. Please take this opportunity to advance your careers and perhaps start another chapter in your lives. Your knowledge and strength in togetherness will make our company more viable. I remember when I was a line worker; that was all I knew. I didn't want to move nor change. I loved it! As opportunities became available, I took a chance. I have no regrets. Being a CSST for some time now, I love it even more. You'll never know until you try.

While on the subject of togetherness, it would be so awesome to hear that membership attendance for Unit meetings across the state and Saipan have increased and that more of our Brothers and Sisters are getting involved with our Union.

In this New Year, please keep the six previous Hilo CSSC workers in your thoughts and prayers as they go through another chapter in their lives.

As your Union Brother, I wish you and your family the best in 2015.

Mahalo and Aloha.

PUC Signs Off on Kaimuki Space By Assistant Business Manager Scot Long

Recently, the Public Utilities Commission signed off on an agreement between Hawaiian Telcom and IBEW Local Union 1357 to lease office space to the Union. As part of a settlement agreement with the Union, Hawaiian Telcom petitioned the PUC to allow the Company to resolve specific grievances through the leasing of office space.

In general, Hawaiian Telcom will allow the Union to lease office space, rent free, for 5 years, as of November 2014. Under advisement from our attorney, the Settlement Agreement positions the Union to address past liabilities, as well as future ones.

The core of the Settlement Agreement was centered on the “Contracting of Work”. While the Union does not agree with the contracting of any work, there has been an issue of capacity since we emerged from bankruptcy in 2010. Many of our members have been scheduled for overtime work consistently since our emergence, which has had a negative impact on some of them. With absenteeism in certain groups averaging 15% every day, it has been difficult for the Union to hold off contractors while addressing some of the business needs of Hawaiian Telcom.

Again, under advisement of Counsel, the Union may or may not have prevailed in its quest to recover monies from the Company tied to the contracting of work had this case gone to arbitration or trial, and a 3rd party, i.e. an arbitrator or jury, may not have awarded anything to the Union. The Union has been relentless in its support of Union members, recently having prevailed in 12 out of 12 decisions (with 1 split decision). This settlement Agreement is important to the membership in that it gives the Union additional resources that it can invest back into the membership.

With Business Manager Koge focused on starting bargaining early and finding opportunities to further help position our membership, there are still pending grievances that have a major financial impact on the Company, i.e. Reductions in Force, Life Long Learning, Contracting of Work, Structured Cabling wage schedule 7, etc. We will continue to find the balance of holding the Company accountable while making sure our membership is gainfully employed and properly positioned.

In Solidarity.