

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"

Hafa Adai and Aloha, Brothers and Sisters!

June has brought a lot of changes within IBEW I.O., IBEW 1357 and Hawaiian Telcom:

- IBEW International President Edwin Hill retires
- Newly appointed IBEW International President Lonnie Stephenson
- 35 HT members retire as of June 1, 2015
- Recording Secretary McKay Haku and Maui County Executive Board Member Joseph Medeiros retire
- New Vice President Darren Sakai, Recording Secretary Ronald "Miki" Kelii, Maui County Executive Board Member Jody Medeiros, Hawaii County Executive Board Member Christianray Albano, and Kauai County Executive Board Member Cy Gushikuma
- Hawaiian Telcom announces Vice President of Human Resources, Sunshine Toppings
- Hawaiian Telcom announces the resignation of CEO Eric Yeaman
- Hawaiian Telcom names Scott Barber as new President and CEO.

These are huge changes. But, change and transition are inevitable. Those who are left behind will persevere. Let's support one another as best as we can in whatever we do for our Union and our Company.

Inside Hawaiian Telcom --- Soon after the announcement of Scott Barber's appointment to President and CEO, a call was made to congratu-



late him and request to meet. With Scott's background and expertise in our industry and as ex-COO of Hawaiian Telcom, he will be able to step right in, making the transition less painful. I have since met with Scott, discussing the following issues:

- Compensation woes in the Call Center
- Contracting of work tied to dues
- Focusing on Customer Service and Outside Plant concerns
- Backfills in some areas challenging
- Promoting employees from within first
- COO position on hold
- Absenteeism is a problem
- Possibility of an extension on our current CBA
- 2nd quarter results positive.

Scott has always been gracious and willing to discuss any issues or concerns that we may have. He is committed to our partnership and is committed to meeting with us on an ongoing basis.

At the end of September, the Company's Hourly Plan's actuary will have completed its certification funding status. Why is this important? The funding level or status determines how the benefit will be payable to you, i.e. 100% lump sum, 100% annuity, 50% lump sum, 50% annuity, etc. We should receive the results no later than October 1st.

Inside IT&E --- A visit to Saipan has been scheduled for August. We will meet with the membership and conduct training for Unit officers and stewards. In addition, we will meet with management to address any issues or concerns with our members and the

business.

Inside Local 1357 ---

9th District International Vice President John O'Rourke is scheduled to be in Hawaii the first week of August. Our Executive Board will have an opportunity to get up close and center with Vice President O'Rourke to have an open discussion and get his perspective on different issues. Also, as part of the partnership between Employer and IBEW, a meeting has been scheduled with HT CEO Scott Barber and IVP O'Rourke for a meet and greet and to address any concerns from both parties.

Our website has been an issue for some time now and I'm working towards finding a resolve. I apologize for the inconvenience that this has caused. Also, updating our bulletin boards has been on the radar for some time. Updates will be coming down the pipe soon.

Elections for Local Union and Unit Officers, and International Convention Delegates, are just months away. Nominations will be held in December 2015, followed by elections in January/February 2016. The new term begins March 4, 2016. More information will be provided as it becomes available.

Although my staff and I are working towards a contract extension with Hawaiian Telcom, please keep in mind, in case we don't get an extension, negotiations will start in May 2017. That's 22 months away and will be upon us in no time. Start preparing for contract negotiations by putting your finances in order.

As responsible IBEW 1357 members, part of your duty is to come out to your Unit meetings. Get information on the Company (IT&E and Hawaiian Telcom), as well as

Continued on page 2...

Contributing Editors: Christianray Albano, Russell Araki, Cy Gushikuma, Andie Kahakui, Neal Katto, Ronald "Miki" Kelii, Kimi Koge, Nadine Long, Scot Long, Elizabeth Maki, Jody Medeiros, Lisa Parran, Kau'i Poaha, Nestor Suguitan

Retirements, Job Vacancies and Criteria's

By Assistant Business Manager Andie Kahakui

Congratulations to our mentors, friends, co-workers, partners, brothers, and sisters who took that step into retirement and made the decision to follow a different dream. Their departure has left many of us envious to feel that freedom and also anxious as we watch their talent, work experience, skill and knowledge walk out the door. Losing approximately 56 hourly employees to recent retirements is a huge blow and it will take years for us to regain the work skills necessary to recover from this loss. Although retirements will continue, having such an alarming number of employees leave at one time really hurts our ability to respond to customers. If you look at the job classifications of the vacancies they left behind, it touches every department of our Company, which means everyone will feel the pain. This is a bittersweet time for us; although we miss our friends dearly...their vacancies create opportunities for us to promote ourselves.



The Company was well aware of the pending retirements many months in advance as they were also informed of where the biggest risk of vacancies would occur. Some departments were proactive and did a good job in assessing their resources early enough and worked to get job posting approvals. We are very grateful for the many job postings and job opportunities that ARE available for employees to apply and be considered for. Other organizations did a poor job in planning and now find themselves scrambling to create the business case necessary to backfill those vacancies. In some areas, the Company has decided to hire contractors to "temporarily" fill the vacancies; this is their quick fix to a problem that will not go away any time soon. Other departments have chosen to instead outsource our bargaining unit work because "our employees just can't keep up". This is shameful and an unacceptable excuse that will erode at our work force.

Just as the Company was aware of the pending retirements, so too were the hourly employees. Many of you positioned yourselves properly, have applied for and been offered new positions, and we congratulate you. To those of you who qualified for a promotion, but were not awarded positions yet, please keep watching the job openings on the portal and continue applying for positions. There will be many more vacancies and job postings to come as employees are transferring and being promoted. To the employees who did not meet the minimum requirements as outlined in Article 12.5.1 (work performance, attendance, safety), please take this time to work on improvements in those areas. If you desire a promotion or just to transfer to another group or area, these minimum requirements will be not going away. When you apply to a job posting, your Supervisor is required by HR Staffing to provide your status on Work Performance, Attendance, and Safety for the past 12 months. If you had a preventable vehicle or work accident, or your attendance is above 2%, or if you received a letter of reprimand within the last 12 months for any reason, you will not qualify. These "stats" should not be a surprise to you or your supervisor; your boss should be having monthly discussions with you regarding your performance and any improvements that you may need to make. We want to see our internal workforce take advantage of these job opportunities and get awarded promotions, rather than hire external.

Good luck to all!

Andie

Continued from page 1

"your" Union. Come out and mingle with your fellow Brothers and Sisters in good fellowship. Get active, get involved, and be informed. This is your future! For meeting dates and times, please refer to the back of your Kelepona Leo newsletter or call the Union office at 941-7761 or 1-800-994-4239.

Be safe and be well.

Fraternally yours,

Kimi L.N. Koge
Business Manager-Financial Secretary

Preparing for Bargaining

By Scot Long, Assistant Business Manager



Sisters and Brothers,

With the Collective Bargaining Agreement set to expire at the end of 2017, it is neither too early, nor too late, to start the preparation. We will be sending out a questionnaire sometime next year so that we can make sure your wishes are represented. Meanwhile, a couple of ideas have already surfaced and we ask that you please take to heart some of these ideas:

- The rule of thumb is to start saving for at least 3 months of expenses in preparation for bargaining
- Participate in your Local Union's Unit meetings
- Bargaining Training for Union Leaders
- Ask the International Office to help pool various resources based on some of the Bargaining that has taken place throughout the IBEW
- Set aside 3 months of dues payment to the International Office in anticipation of Bargaining
- In a continuation of the Local's "Safety and Solidarity" program, make sure that every member receives a shirt so that they can wear it every Friday until we reach an agreement
- Fund the various Units in their efforts to attract more members to the Unit meetings
- Give another dollar towards the Local Union's Political Action Committee (PAC) fund. (Legislatively, let's protect some of our benefits by electing labor-friendly officials who can protect our Workers Compensation process, labor-friendly officials who will raise the minimum wage, labor-friendly officials who fight for medical for working men and women, etc.

We have had preliminary discussions with the SMT regarding bargaining; however, with the recent changing of the CEO and the hiring of new Human Resources Vice President Sunshine Topping, things will have to be put on hold while they get acclimated to their new roles. One area that has been a major concern for the Company has been attendance. With 15% of the workforce not coming to work every day, this is a major cost item for the Company. Tied to that is the outsourcing and overtime necessary for the business to function. The other huge cost item would be medical. The last bargaining session was very taxing on the membership, and with many members retiring and the Company hovering around the same financials for the past 3 years, you can expect a tough battle at the table.

Fighting to Keep our Sick Benefits

By Kimi Koge, Business Manager-Financial Secretary

In order for your Union to continue to fight the fight and win, we need responsible members. Absenteeism has been a nightmare for the Company, and trust me, the pressure that sick leave puts on the CBA is growing.

We need our members healthy and at work every day. An honest day's work for an honest day's pay. You sick, you sick, stay home. But, if you're sick and out there messing around, only bad things will happen.

At Hawaiian Telcom, 15% – 20% of our work force (approx. 120) are out on sick leave on any given day. That is alarming. No one has to point out those who take advantage of our sick benefits because they know who you are. We hear it all the time. We are asking you for your help in trying to retain whatever sick benefits we have in place today.

Please understand that your Union negotiating team fought so hard for our sick benefits during the last negotiations, as the Company opted to give you less. Are you willing to give up even more? That's what irresponsible behavior will get us.

2015 IBEW Local Union 1357 Scholarship Awards

IBEW Local Union 1357 has provided scholarships to 137 members and/or children since 1983. We are pleased to announce this year's scholarship recipients:

Phoebe SB Kim, daughter of Oahu CZTI Ronnie Kim --- a 2015 graduate of University Laboratory School in Honolulu, Phoebe will attend the University of Hawaii at Manoa this fall, where she will major in Electrical Engineering. Phoebe is the recipient of our \$2,000.00 Michael S. Mowrey Scholarship, a one-time award given to the top scholarship candidate for 2015, in honor of recently retired IBEW 9th District International Vice President, and mentor, Mike Mowrey.

Justin G. E. Medeiros, son of Maui Cable Maintenance Splicer (pressure gang), Unit Chairman and Executive Board Member Jody Medeiros --- Justin is a 2015 graduate of Seabury Hall in Makawao and will attend California Maritime Academy this fall, where he will major in Mechanical Engineering. Justin's scholarship award is for \$1,500.00.

Samantha Sayuri Pang, daughter of Oahu Station Technician Scott Pang --- a 2015 graduate of Punahou School in Honolulu, Samantha will attend Iowa State University this fall, where she will major in Supply Chain Management. Samantha's scholarship award is for \$1,500.00.

Congratulations to all of our scholarship recipients, and Godspeed in all that you do.

Congratulations to Our Recent Retirees:

Retirees	Retirement Date	Retirees	Retirement Date	Retirees	Retirement Date
Akau, Deborah A	05/30/2015	Harbottle, Joyce A	01/01/2015	Poaha, Kau Wanda	02/17/2015
Arquette, April T	05/01/2015	Hashimura, Keith T	01/31/2015	Rauliuk, Nancy H	05/30/2015
Ayres-Smith, Dorothy M	05/30/2015	Hirako, Norman K	05/30/2015	Resurrection, Puanani C	05/28/2015
Brede, Donald H	05/30/2015	Iwami, Lester T	05/30/2015	Rodenhurst, Agnes	01/01/2015
Chung, Erlene L	05/30/2015	Jakahi, Cynthia K T	02/27/2015	Roznerski, Estrella G	05/30/2015
Clute, Stephanie G	05/30/2015	Jones, Randall M	02/06/2015	Sakamoto, Rian H	05/30/2015
Coller, Margarite H	05/30/2015	Jones, Robin M K	05/01/2015	Salvador, Audrey L	02/28/2015
De Vera, Kevin A	02/28/2015	Kaohi, Debra L	02/28/2015	Shimabuku, Kevin M	01/29/2015
Felix, Kevin A	05/30/2015	Kawamoto, Don M	01/01/2015	Shimabukuro, Colin K	02/28/2015
Fellezs, Rosalind P	05/30/2015	Keahi, Joanne U	05/30/2015	Simao, Robert E	05/09/2015
Flazer, Marsha N	05/30/2015	Kunihiro, Nelson T	05/30/2015	Simpson, Arthur L	02/21/2015
Fukuda, Dexter E	05/30/2015	Long, Deborah J	02/21/2015	Takata, Alvin Y	05/30/2015
Furukado, Ida-Mae L	02/28/2015	Madali, Charleen V	05/30/2015	Tokunaga, Mark	05/30/2015
Furukado, Ted M	02/27/2015	Medeiros, Joseph A	05/30/2015	Torado, Jeffrey	05/30/2015
Grogan, Thomas F	05/02/2015	Medeiros, Richard H	05/30/2015	Washington, James R	05/30/2015
Haiku, McKay W K	05/30/2015	Nakamura, Penny J	02/17/2015	Wilhelm, Barbara L	01/01/2015
Hanki, Debrah A	05/30/2015	Peralto, Robert J	05/30/2015	Williams, Francis	05/30/2015
Hanohano, Lurae M	02/07/2015	Peterson, Maihi	05/30/2015	Wong, Debra Y	05/30/2015
				Wong, Simon C K	05/30/2015



Building A Stronger Union

By Lisa Parran, Local Union President

Aloha Brothers and Sisters,

A good friend and Union advocate recently reminded me of a quote John F. Kennedy famously borrowed that says "To those whom much is given, much is required." That quote reminds me that for all I am grateful for, it's also my obligation to give back. I choose to do so by being an active member of our union, a shop steward, and by being of service to the membership as Local Union President. We as Union members understand that the benefits and wages we enjoy today were not just freely given, but bargained and fought for. It is my belief, and in the spirit of the quote, that we all have an obligation to give back.

I invite you to give back by being a more active Union member. You can do that in so many important ways. Attend your monthly unit meeting. You'll have the opportunity to learn about and vote on Union business. If you're a member that always attends your meetings I applaud you, my challenge to you is to bring a co-worker to a unit meeting. Participate in a community service event being put on by the Union. Or, you can start by simply showing your solidarity by wearing Union logo items or something blue on Fridays.

The Union is made better, stronger when members are knowledgeable about issues, when they participate; voice their opinions through our democratic processes, and when we advocate for each other. Safety in the workplace, livable wages, and affordable healthcare are common values. Values that help to create the middle class, values that power social change, and values that bring all people up.

Let's all continue to give back and together build our Union stronger to better position us for the future.

Previously, I challenged the units to a friendly competition for best meeting attendance. The competition is fierce. Our outer island units and Saipan have had the highest attendance thus far, and have set the bar high. Keep up the good work all! I Hope to see you at a meeting!

In solidarity, I remain, Very truly yours,

Lisa Parran ✨🌸

President IBEW LU 1357

Legacy of Leadership and Giving

By Ronald "Miki" Kelii, Local Union Recording Secretary

Aloha, IBEW `ohana!

I would like to congratulate all of our seasoned Brothers and Sisters who recently retired, as well as our Brothers and Sisters who have had an opportunity to be promoted or transferred to other departments. As our seasoned Brothers and Sisters move on, let us not forget the legacy they have created. I know I have learned a lot from former Recording Secretary McKay Haiku and former President Ted Furukado, who took me under their wings and showed me the Union `ohana way.



To get involved and be of service to our Brothers and Sisters was one of McKay's and Ted's natural, quality personality traits that I will never forget. Another one was to help or give time to the community where you live because they are the ones that support our livelihood. Some of the projects we volunteered at were the "Labor of Love" project at Mountain View Elementary School on the Big Island and the Letter Carriers "Stamp Out Hunger" food drive. It is always a pleasure seeing our retirees and fellow co-workers get involved in helping our community. AFL-CIO and Aloha United Way are other ways to give, and as a matter of fact, they're getting ready to come out and visit our Company, again. So, please give when you can because it helps in so many ways.

Another upcoming event will be our nominations and elections of Local Union 1357 officers starting at the end of the year. Please get involved and run for your Union office because a lot of our seasoned leaders have retired or are planning to retire. We need to see our younger workers get involved and share their thoughts and views of what this Union means to them and how we can make it better. I would also like to thank former CEO Eric Yeaman and his administration for taking our Company forward with success. I believe new CEO Scott Barber and his administration will be of great value to us. And I would like to thank our Union leaders and staff for keeping our Union moving forward and keeping us informed.

Mahalo and Aloha,
Ronald "Miki" Kelii



Join IBEW 1357 for our next
SEWING PARTY
 Supporting HUGS
 Help, Understanding, and Group Support

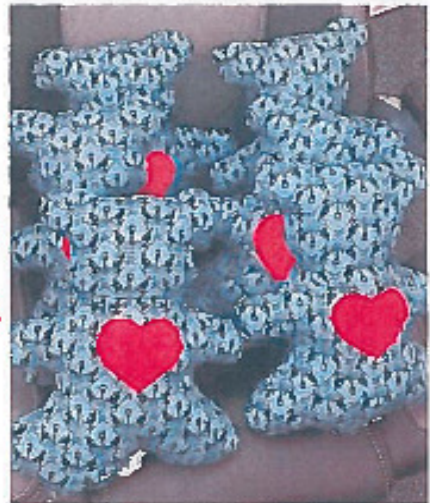
Sat. July 18

8am-12pm

IBEW 1357
Union Office

Lunch
will be
provided!

Our last sewing party was a huge success! **Mahalo nui** to everyone who shared their time and aloha in a unified act of **charity**. Come help us cut, stuff, and sew! And don't forget - we are still accepting donations of fabric and stuffing!



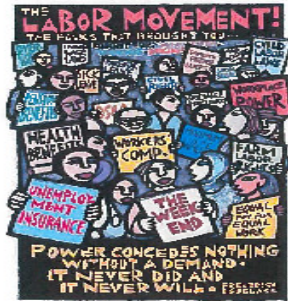
AUTHORIZED PUBLISHING
IBEW Local Union 1357

IBEW 1357's goal is to make as many bears as possible by August 31, so that we may distribute them during Christmas to seriously ill children supported by the HUGS program throughout the state.
 For more info: IBEW 1357 @ 808-941-7761



I.A.T.S.E. Local 665 &
 THE I.A.T.S.E. Education and Training
 Department presents
WHY UNIONS STILL MATTER!

What happened to the American Dream?
Who acts as the safeguard to corporate power?
What role do unions have in building America's future?



Every day, unions and their members are under attack. Corporate profits and executive salaries are soaring while American workers face disappearing pensions, increased hours and declining wages. Many say unions have outlived their usefulness, but is this true?

Why Unions Still Matter is an informative and enlightening presentation, developed by the University of Arkansas' Labor Education Program, in conjunction with the IATSE, and makes the case that strong unions are essential to a thriving and stable economy.

Union members who have seen this presentation have given it great reviews and say that it explains our history and invigorates workers to be more involved in their locals and in the Labor Movement.

FOR THE FIRST TIME EVER IN HAWAII!!!

A Must-See for every worker in Hawai'i – Don't miss it!

SUNDAY, JULY 12TH or MONDAY, JULY 13TH
6:00PM – 8:30PM
NEAL BLAISDELL CENTER
Pikake Room
777 Ward Avenue, Honolulu, HI 96814

Parking \$6 – bring ticket to event for reimbursement

Everyone welcome! Bring family, friends, and neighbors!
 To reserve a seat or for more information, contact IATSE Local 665 at 608-596-0227

The Importance of the Union

by Christianray Albano, Executive Board-Hawaii County Member



My name is Christian Albano. I am from Puna, on the Big Island. I am an Electronic Equipment Installer for Hawaiian Telcom and have been with IBEW Local 1357 for 10 years now. I currently serve as Unit 3-Hilo's chairman and recently was appointed to the Executive Board. From the beginning, my peers have preached to me about how important the Union is, and how it has impacted their lives. I listened and agreed with what they had to say, but I never truly understood what they were talking about.

Through the years, my experiences within my profession and in my personal life, and from getting to know fellow Brothers and Sisters, has led me to the conclusion that the Union, whether directly or indirectly, has had a role in our members' lives - during times of triumph, and times of struggle. And as I reflect upon my own life, I see similar ties – the friends I've made, the knowledge I've gained, the opportunities presented - and for that, I am grateful.

Since then, that appreciation has somehow transformed into responsibility. As I find myself a little more submerged in the Union's affairs, I am learning how complex the operation can be, as seamless as it may appear. There is much work involved, and sacrifices required in order to keep the Union functioning. Even my mild contributions sometimes feel overwhelming, but the camaraderie amongst our members is very delightful and becomes all worth it. Over the years, I have witnessed the value of what the Union has provided in my life. Regardless of the effects the Union has had on other members, whether it be slight or immense, I'd like for all our members to continue to have options when it comes to the enrichment of their livelihood.

Fraternally,
 Christianray Albano

Staying Connected

By Kau'i Poaha, Staff Assistant



On January 2, 2015, I said goodbye to Hawaiian Telcom after 37 years of service. Much of my last day felt surreal. I'm sure many retirees can relate when I say that. You go through the day in disbelief that your day has finally arrived. My wonderful team I worked with in the Centranet group, and my family in the NEAT department, made that day special for me. A great luncheon, lei, gifts, friends, and congratulations filled the day. I truly believed that I would never have that connection with my friends at Hawaiian Telcom again.

As many retirees do, I had a plan for my retirement. I wanted to go back to school, get a degree in Business Management and work part-time to help supplement my income to eventually rebuild a house on the property that I grew up on. One thing I have learned is that you need to make a plan and stick with it to achieve your goals.

After spring semester at Leeward Community College, I got a call from Kimi Koge, our Business Manager, and dear friend. The Union was in need of an office assistant. My only concern was that I did not want to quit school. I am determined to graduate and earn my degree. I was thrilled to know that I could continue to pursue my degree and work at the Union. My decision to come back to IBEW 1357 just felt right. The work that I would be doing was totally conducive to the degree I am trying to earn. I was excited and looked forward to the opportunity.

My first day on the job was like going back home. My surroundings were familiar, the faces were familiar, and I was eager to learn. Thank you to Keahiahi Long for her patience in teaching me many things before she left. My fellow staff members are also so helpful and supportive. Much of what I do in the office I have never done before. Trust me, I had my share of what could have been "coaching opportunities". Don't get me wrong, being part of staff support in the Union office is by no means a walk in the park. There are a number of things that need to be done on a daily basis, reports to be filed by deadlines, databases to upkeep, financial transactions to make, multiple pieces of mail that need to be addressed, and the sometimes, constant ringing of the phones; thanks to my training at the phone company, I got that one. I never thought I would be in a job where I actually wished there were more hours in a day to complete some of my responsibilities; the list goes on. That's just what I do. Everybody at the Union office is faced with the same demands on a day to day basis. Nevertheless, it is good and rewarding work. Having been part of the Executive Board of IBEW 1357, I see things in a whole new perspective. I had no idea what it took to support, maintain, and provide the best service we can to our members. I have a new found respect for our Business Manager and her Assistant Business Managers, and my fellow co-workers.

It was great to see some new faces on the Executive Board. They are bright, enthusiastic, and have their own visions about the future of our Union. They are a diverse group and I have high hopes for them. It was heartwarming to see those whom I had the opportunity to work with on the Board, and I am happy that I get to see them more often. I miss my fellow retirees whom I have served with on the Board and hope to see them as often as I can. We all have the same hopes for our Union; that it will continue to grow, strengthen, and unite. One other advantage is that, as staff, I am again a proud member of IBEW Local 1357.

One of my more enjoyable duties at the Union office is processing new members in and out of active membership. I look forward to seeing the list I get every month of names of newly hired employees and potentially new members. I also wait to see the list of those who are retiring and can't help but be happy for them. This hands-on task of working with our members' records is special to me. As I come across a name that is familiar, I smile. I can see your face, I remember your voice, and can even remember the fun we had working together. Yes, in many ways I am still connected to my dear friends, and looking forward to making new friends. I think I'm going to make the most of my time here at the Union. I know I won't regret it.

With Fond Aloha,
Kau'i





Be Responsible

By Neal Katto, Local Union Treasurer

I would like to remind everyone to be responsible. All of the leaders, past and present, have fought diligently to negotiate and protect your Collective Bargaining Agreement; on a daily basis, fighting for what is right and just. As members, we also have a responsibility to comply with rules and policies that the Company has set. Work safely; don't put yourself in harm's way. It only takes one time for an incident to happen, then it's too late. When you take chances, you jeopardize yourself, your co-workers, and the public. Do the best job you can. Be where you are supposed to be. Don't abuse the benefits that have been given to you. If you do, you are the very one who makes it hard for your Union to fight for our Brothers and Sisters; you make it hard to retain our benefits and negotiate new ones.

When I began my career in 1980, all I thought about was how much money I was making. Today, I, like many of you, know the importance of all of the benefits our Union has afforded us. I ask all of you to "Care" about what is going on in "Your Union". Just imagine if someone didn't care when you started. Would you be where you are today? Would you have the things you have? For our seasoned members make a difference for the new members. New members, make time to get involved.

A reminder that Local Union elections are coming up. We can never give up. We need to move forward. There is strength in numbers; we all need to unite and show our solidarity. Make the time to come to your Unit meetings. Volunteer to help with community service projects. I recently helped stuff bears for the HUGS Malama Bear project. It was a fun and heartwarming experience. Show your pride by wearing Union apparel or something blue every Friday. Help out your Union Brothers and Sisters. Be there for each other.

Aloha,

Neal Katto

New to the Executive Board, but not new to Our Union

By Jody Medeiros, Executive Board-Maui County Member



As one of the newer Executive Board members, I am thankful to be here and to have the chance to help make our Union stronger. My time in the Company, and not just as a member of IBEW 1357, but a true believer in it, is almost 17 years, total. Total you ask? Yes, my first term of employment was with GTE Hawaiian Tel for about 5 years, and then I was RIF'd. I worked a few jobs like the Fire Department, US Postal Services and FedEx before coming back to Hawaiian Tel in 2003.

Being RIF'd from the Company made me realize how fortunate we are to have such great people here in our Union working hard for all of us, day and night, to protect our benefits and wages so that we can continue to take care of our families. I missed my Hawaiian Tel `Ohana, so I came back.

Over the years as a Union member, I have made it a point to be informed and make it to as many meetings as possible. We all have our lives going on, but if we ALL really thought about it, our Union and us knowing what's going on and being a part of that process is very important. It gives us and our Union the strength to work for what's important to all of us. If you don't come out, how will you know what direction it is going in, and how will your Union know what is important to all of you?

I started by serving as a Committee member of Unit 2 under the guidance of Brother Joe Medeiros, who has set the bar so high, working and giving of himself for all of us so selflessly. No, we're not related, but he is like a brother to me. I went on to be the Unit's Strike Captain, Vice Chairman and Chairman. And over that time, I have worked to build up our involvement in the Union.

I believe unionism and helping others go hand in hand. Unit 2 participates in many charity events, such as the food drive, by helping the food bank sort food donations. Every year, Family and Child Services has a Christmas dinner and Camp Imua that we help at. Also, Women Helping Women has a fashion show and I have even walked the runway. Hey, anything to help.

Why am I on the Executive Board? It's to be an example to my daughter, who just graduated from college, and my son, who just graduated from high school. It's to help make our Union and Company better, and to help all of you have a voice. Come on out, get involved and be heard.

Looking forward to serving under our President Lisa Parran,

Jody Medeiros

Local 1357's Newest Board Member

By Cy Gushikuma, Executive Board-Kauai County Member

My name is Cy Gushikuma, and as a new member of the Executive Board, I'd like to share with you a little about myself and my background with Hawaiian Telcom.

I have held many craft positions throughout my 29.5 years with the Company. From the time that we were Hawaiian Tel GTE to the present as Hawaiian Telcom, I have been an equipment installer from 1986, a station tech on Kauai from 1988 to 2005, an OSP cable splicer from 2005 to 2011, a CZT II maintenance splicer from 2011 to 2013, and presently, I am a CST, since 2013. I have also been a shop steward, and was recently re-appointed to that position, and currently am a new member of the Executive Board.

I believe that being a Union member has great benefits to all, as we are represented by a supportive body. Throughout the years, I have seen the importance of having a Union to be the voice of the members; fighting for our benefits and wages, and guiding us towards the future. By having an active role as an Executive Board member, I would like you to know that I will represent the members of Unit 4-Kauai and all others in the best interest of the Union, and I humbly appreciate all the encouragement and support I have received from all.



"One At A Time"

By Nestor Suguitan, Executive Board-Honolulu County Member



Taking a quote from IBEW International Representative Harold Dias, Jr. "All Unions, not just IBEW 1357, have a hard time recruiting members to attend their respective unit meetings. We should concentrate on recruiting one member at a time to attend their Unit meetings". Harold was touching upon a subject that plagues all unions trying to increase union member attendance and participation in their unit meetings.

Sometime last year, I was approached to be more active in the Union. I was asked if I wanted to step up and be a Shop Steward. At first, I was very hesitant to become one. I was overwhelmed; why me? I mulled over the idea of being a steward for a couple weeks. I finally made the decision to accept the challenge, and from then on I started attending Unit meetings and becoming an active Union member.

I did not realize how daunting the tasks the Union and its Officers are faced with. Every decision is questioned and seconded guessed. Now I've come to appreciate the Officers and its members who are active in the union process. Hopefully we can encourage our members "one at a time" to attend their unit meetings and become an active union member.

If I've convinced at least one member to attend, I would consider this article to be a success. Let your voices be heard and make your vote count.

Aloha,
Nestor Suguitan

Third Generation HT Employee

By Russell Araki, Executive Board-Honolulu County Member

Aloha!

I'm proud to be a third generation Hawaiian Telcom employee and member of Local 1357 for the past 3½ years. I've done private contracting in electrical and home automation for 6 years before eventually joining HT as one of the Company's first Structured Cabling Technicians, later moving up to my current job as a Station Technician.

I've been actively attending Unit 1-Honolulu meetings for the past 3 years. And seeing as Unit 1 didn't have an Executive Committee, I decided to try for a spot as Chairman, to see if I could put a Committee together and get more members to attend meetings. Slowly, I've been able to build Unit 1's Executive Committee and have also been able to bring more members to consistently attend meetings and functions. Our Committee has adopted the Malama Bear HUGS campaign as our first community service project and had a very successful sewing day in May, with a few more events planned in the coming months.

I recently accepted an appointment to the Executive Board, in hopes of learning more about the Union, and to see what I can do to further help our Brothers and Sisters. It's been interesting and a great learning experience. I've made a lot of new friends in the Company and Union, and I hope to make many more. I also look forward to serving you more!

Mahalo!



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**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.



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ATTEND YOUR LOCAL UNION MEETINGS

UNIT	DATE & TIME	LOCATION
Unit 1 - Honolulu	3rd Monday, 6:00 pm	IBEW 1357 Executive Board Rm. 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 Road (Across from Kaneohe Playground)
Unit 9 - Leeward, Oahu	3rd Monday, 6:30 pm	Manana Community Park - Recreation Bldg. 1310 Waimano Home Rd. Pearl
Unit 10 - MTC/IT&E	3rd Thursday, 5:30 pm	Kilili Beach Pavillion, Saipan