

IBEW Local Union 1357 Kelepona Leo

AUGUST 2017



IBEW LOCAL UNION 1357



Business Managers Message:

***By: Troy Benevides
Business Manager-Financial Secretary***

Aloha Sisters and Brothers!

Recently, Assistant Business Manager Andie Kahakui and I went to Guam and Saipan to visit with Unit 10 members and IT&E management. While on Guam, Andie and I visited with CEO James Oehlerking and new Human Resources Director Theresa Taimanglo. We shared our message and ideas about working together to help the members and company succeed together. One of the big challenges that IT&E face in Saipan, is the imminent competition from a subsidiary of one of Japan's largest mobile phone companies, DoCoMo Pacific. DoCoMo Pacific has been laying miles of fiber in Saipan in preparation to offer telephone, internet and television services. IT&E has been the only provider in Saipan for many years and with a new player in town you can understand the apprehension. In order to start combating the threat, IT&E has ramped up its customer service training. While talking to the members in Chalan Laulau, and Susupe, they are all in agreement that the monthly training is extremely successful and long overdue.

As we continue to march towards negotiations, it is important that we are all marching together in unity. Even though the end of our agreement is months away, the time to show the company that our IBEW members are the most qualified and best employees that they have is now. No outside entity can match our level of craftsmanship, customer service and dedication to our work as our members can. One of the main reasons that Hawaiian Telcom was able to get where it is today is because of its hard working and dedicated IBEW members. It is our members that sacrificed the most in order for Hawaiian Telcom to build its Next Gen network. Our members have made concessions to their pensions, sick leave, and medical benefits on our last agreement in order to position Hawaiian Telcom to build its network of the future. Also during this time, our members have endured the company's mismanagement of the workforce, overly aggressive cuts in headcount, and working excessive amount of overtime with little or no regards for their well-being and family life along with heavy handed disciplines for those who cannot sacrifice their family time. Although the IBEW does not drive the business, our members are clearly the driving force behind the success of the company. Only by standing together in solidarity will we be able to continue to push our union in a successful direction. Please remember that every Friday is Union Friday and wear your logo apparel or blue to show our solidarity as we go full speed into negotiations.

The Labor Community Services Program is going to be holding its annual Labor of Love Project here on Oahu. The project is a coordinated effort where all unions in Hawaii get together to help fix and repair a school in need. Last year, Wailuku Elementary School on Maui was selected and it was a huge success. This year, the school that has been chosen is Waianae Elementary School and it will be held in mid-August. Let's all get together and help make this project another successful one!

In Solidarity,

A handwritten signature in black ink, appearing to read "Troy Benevides". The signature is written in a cursive, flowing style.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Local Union 1357

1103 9th Avenue #200
Honolulu, Hawaii 96816
(808) 941-7761

Troy Benevides
Business Manager-Financial Secretary

Darren Sakai
President

Jody Medeiros
Vice President

Neal Katto
Treasurer

Ronald Kelii
Recording Secretary

Clifford Gorai
Honolulu Executive Board Member

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Honolulu Executive Board Member

Nestor Suguitan
Honolulu Executive Board Member

William Waite, Jr.
Hawaii Executive Board Member

Cy Gushikuma
Kauai Executive Board Member

Craig Pruse
Maui Executive Board Member

Elizabeth Saralu
Saipan Executive Board Member

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“ELECTRIC WISDOM”



Q: A close relative has passed away, I would like to attend funeral services. Does the company provide any bereavement benefits for my lost work time?

A: The following information provided below is covered by the current CBA.

Article 17.2	3 Days	<u>Spouse, Domestic Partner or Civil Union Partner</u> <u>Child, Child of Domestic Partner or Civil Union Partner,</u> <u>Parent, Parent of Spouse or Domestic Partner or Civil Union Partner</u> <u>Brother of employee</u> <u>Sister of employee</u> <u>Grandchild of employee</u> <u>Grandparent of employee</u> (Relationship may be biological, adopted, step or half) Excused from day of death to 7 calendar days after the funeral.
Article 17.3	2 Days	<u>Brother of Spouse</u> <u>Sister of Spouse</u> <u>Grandchild of spouse</u> <u>Grandparent of spouse</u> (Relationship may be biological, adopted, step or half) Excused from day of death to 7 calendar days after the funeral.
Article 17.4	1 Day	<u>Uncle of employee only</u> <u>Aunt of employee only</u> <u>Nephew of employee only</u> <u>Niece of employee only</u> Must attend day of funeral

INTERNATIONAL WORKERS DAY:

On May 1, 1886, Industrial workers across the U.S. go on strike, demanding an 8-hour workday. On May 4 in the city of Chicago, an unidentified person threw a bomb during a labor demonstration, leading to the injury and death of many nearby civilians. May 1 was then chosen to commemorate that 1886 incident known as the Haymarket affair, and has been recognized as International Workers Day. This commendable day is also a traditional magnet for labor demonstrations to occur. More than 300,000 food chain employees and 40,000 service workers across America were expected to participate in a massive strike this year. Many unions participate in protest and understand the risks involved, however, they are willing to take that risk in order to continue to remind workers about the movement and what it stands for. Here in Hawaii, IBEW Local Union 1357 showed their support and solidarity by marching alongside with other sisters and brothers from various unions around the state who were supporting the same cause as well!



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As we enter into contract negotiations I ask all of you no matter if you work in the office or in the field to work safely, give an honest day of work, don't deviate, and do quality work that our customers deserve. You are all assets to IBEW 1357 and Hawaiian Telcom and we need all of you to show up every day to work, ready to go. We need to stay strong and be unified in our quest for a fair and just CBA. I ask that you get involved and stay informed by attending your respective Unit Membership Meetings. Do you care? I hope you do. This is for your future. Your family's future. We must protect what was fought for by all those who came before us. If you haven't already filled out and sent

in your Negotiations Survey please do so ASAP. Be there for your Brothers and Sisters of our Local Union 1357. To my Brothers and Sisters in the field remember to use your PPE, voltage detector, gas detector, water test kit, chock your wheels, do your pre job survey, drive defensively, drive safely, and do your circle of safety. Remind each other to do what is right. To show solidarity wear something blue or union apparel every Friday. In union there is strength.

In Solidarity,
Neal Kattodu
IBEW Local Union 1357
Executive Board Treasurer

FAMILY. COMMUNITY. SOLIDARITY.

Our values, our purpose.



As we begin negotiations on a new collective bargaining agreement the significance of our purpose, and our shared values becomes more important than ever. Together we are powerful. Together we improve the quality of life for our families. Together we contribute in meaningful ways to the communities we live in. Together we are united in our values. Union values.

Every one of us has an important role in negotiations. That role is your responsibility, but also what we all take such great pride in. It is to continue doing the good work you do, providing the best customer service, working safely and efficiently, and being a

positive voice in the work place. Let's stay focused on what unites us. Family. Community. Solidarity.

Fraternally,
Lisa Parran ☀️😊
Local Union 1357 Representative



FAMILY



IBEW LOCAL UNION 1357

Aloha Brothers and Sisters,

Happy 2017 and I hope everyone is enjoying the year so far! This is a new year and a busy one for our Local. We have scheduled various training sessions for our unit leaders, shop stewards, and the bargaining team throughout the upcoming months.

We just completed parliamentary training with Dr. Puette for our unit leaders. We got to learn the proper procedures to run an effective meeting. I would like to thank all of you who attended this training and hope this helps you with running a smooth meeting. I would also like to thank Rose and the staff for putting this all together. Great Job!

The IBEW International Training Team visited the islands in February and March to conduct training for all the Hawaii IBEW Local Unions. First up was training for our bargaining team to better prepare them for contract negotiations. Then, we had shop steward training on the outer islands for our local stewards. This was a great opportunity for our stewards to better understand their role and responsibilities as leaders.

With our contract ending at the end of the year and negotiations currently in session, please fill out the survey forms with any concerns that you may have pertaining to the contract. The survey forms can be found on the IBEW 1357 webpage at ibew1357.org. Please stay informed, get involved, and attend your unit meetings!

In Solidarity,
Darren Sakai
IBEW Local Union 1357
Executive Board President



Parliamentary Training for our Unit leaders with Dr. Puette was a success!

WHAT IS RIGHT TO WORK?



Now that the election is over, and with the newly elected president, his appointees (most who are millionaires/ billionaires) and a congress made up with a majority of republicans, we can clearly foresee on what direction our country is heading towards. The mentioned above, consist mainly of business people, CEO's and Directors with outrageous salaries, and they believe in less government (Medicare/ social security/ unemployment benefits/ welfare, etc.). What should be just as concerning to the working men and women, would be the push to move more states to "Right to Work "(where union members are not required to pay union dues but have union representation, it is basic "Union Busting "). Whether you belong to a union or not, and if they ever disappear, so will competitive

wages, benefits, safety, and job security. This is not just a rumor, but is based on true facts! You don't have to believe what I am saying, just check out the states that are "Right to Work", and the facts will show that the working men and women of those states suffer with cuts to benefits and wages, as compared to the states that are still UNION STRONG! Since union workers make good wages and receive decent benefits, they set the pace for everyone else in the job sector. With great support from our elected officials, we must educate everyone not just in our state but anyone who will listen. Stay alert, be involved and informed with national and local politics. Vote for candidates that have you and your family's best interest in mind, and it is important to stay active and participate in our UNION!

My question to all, "What is your job safety and security, pay, and benefits, worth to you?"
Come on, get involved and attend your unit's membership meetings!

In Solidarity,
Jody Medeiros
IBEW Local Union 1357
Executive Board Vice President



SAFETY CORNER



As Chief Shop Steward from Maui, I would like to share some pointers on making everyone's job, including the shop stewards and the union staff easier and safe. First in my opinion, at the start of your day, if your five minutes early, than your ten minutes late. You shouldn't rush to work but be in early enough to relax, and prepare readiness to work. If at all possible, NEVER be late! Second, don't deviate from your work duties. If you need to make any type of schedule changes, notify your supervisor immediately. Third, if you use company equipment such as, vehicles, tools, and computers, treat it with respect (as if it was your own) and just as importantly, use it for company use only. Fourth, your work ethics should be in line with the union's "Code of Excellence" policy. At the end of the day, you should be proud of your work. Fifth, if you're sick than you're sick! Use your sick leave appropriately and do not abuse this benefit as it should be used for that true purpose. Sixth, your safety

should always be first, no matter what. Injury or death is an unacceptable outcome especially when it's preventable. However, accidents do happen, hopefully few and far between, and your vigilance is required every day for a safe work day. Safety is not only for yourself, keep a watchful eye on your sisters and brothers who might put themselves in harm's way.

In Solidarity,
Craig Pruse
Maui County Executive Board Member
Chief Shop Steward

The IBEW Code of excellence puts in writing some common-sense values that helps us evaluate how we're doing and how we're responding to our customer's needs.

It is a document signed by our members before we report to your jobsite.

A snapshot of the Code of Excellence:

- ◆ Arriving to work on time and ready to go
- ◆ Obeying customer and employer work rules
- ◆ Zero tolerance for alcohol substance abuse
- ◆ 8 hours work for 8 hours pay

For a video presentation, and to read the Code of excellence:

www.IBEWHOURPOWER.com



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NEGOTIATIONS

LOCAL UNION 1357 NEGOTIATIONS TEAM: Darren, Lisa, Craig, Neal, Troy, Tracy, Tavori, Andie, and Ronald.



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IBEW International Shop Steward Training 2017

We were fortunate to have Tracy Prezeau from the IBEW International 9th District Education Department here in Hawaii to provide training for our Bargaining Team to help with the upcoming negotiations. The team really enjoyed the lesson and perspective that Tracy provided. Also, 1357 participated along with Local 1260 in Tracy's Steward and Member to Member Training. Her energy, along with her dynamic way of communicating the message, was enthusiastically received by all of those in attendance throughout the islands. This cooperative engagement between our two locals was a big hit and I would like to extend a big mahalo to International Representative Harold Dias, Jr. for his help in coordinating this joint training venture!



“The recent classes has enlightened my outlook and perspective on the purpose of a union. Its bigger than just IBEW Local 1357, its about what a union represents for the worker to ensure improved working conditions, favorable wages, and better work hours. The shop stewards assists to protect these benefits for today and the future”.

“Individually, we are one drop. Together, we are an ocean”. - Ryunosuke Satoro

*Tavori Monmaney
IBEW Local Union 1357 Shop Steward*

"WE ARE IBEW LOCAL UNION 1357"



WHAT'S COOKING?

Moist Banana Bread with Walnuts

What you need:

- 1 egg
- 1-2/3 cups mashed fully ripe bananas (about 4)
- 1/2 cup Miracle Whip dressing
- 1-1/2 tsp. vanilla
- 1 cup sugar
- 1 tsp. baking soda
- 1-1/2 cups flour
- 1/2 cup coarsely chopped walnuts

Make it:

Heat oven to 350°F.

Mix egg, bananas, Miracle Whip and vanilla in large bowl until blended.

Combine remaining ingredients in a separate bowl. Add banana mixture;

Stir just until moistened. (Batter will be lumpy)

Pour into 9x5 inch loaf pan sprayed with cooking spray.

Bake 1 hour or until toothpick inserted in center comes out clean. Cool in pan 10 minutes.

Remove to wire rack; cool completely.



Chocolate-Vanilla Swirl Cheesecake

What you need:

- 20 OREO Cookies, crushed (about 2 cups)
- 3 Tbsp. butter, melted
- 4 pkg. (8 oz. each) Philadelphia Cream Cheese, softened
- 1 cup sugar
- 1 tsp. vanilla
- 1 cup sour cream
- 4 eggs
- 11/2 pkg. (4 oz. each) Bakers Semi-Sweet Chocolate, melted, cooled

Make it:

Heat oven 325°F.

Mix cookie crumbs and butter, press onto bottom of foil-lined 13x9 Inch pan. Bake for 10 minutes.



Beat cream cheese, sugar and vanilla in large bowl with mixer until well blended. Add sour cream; mix well. Add eggs, 1 at a time, mix. Reserve 1 cup of batter. Stir chocolate into remaining batter, pour over crust. Top with spoonful's of reserved batter. Swirl batter with knife. Bake 40 minutes or until center is almost set. Refrigerate 4 hrs Then enjoy!

Do you have a story to share or an idea for Kelepona Leo? If you have a story, photo, recipe, or idea for Kelepona Leo, please contact the union office or email to:

roseanne.schucht@ibew1357.org

Kelepona Leo provides information in this newsletter intended for union members only.

IMPORTANT PHONE NUMBERS



IBEW LU 1357 OFFICE: (808) 941-7761
 Toll Free: (800) 994-4239 Fax: (808) 944-4239
 Troy Benevides Extension: 0111
 Lisa Parran Extension: 0112
 Rose-Anne Schucht Extension: 0113
 Andie Kahakui Extension: 0115
 Kauai Poaha Extension: 0118
 Tabitha Field Extension: 0119

Attention: In an effort to keep our members well informed, we would appreciate your cooperation in notifying us of any change of address. Please call the Union Office to update your information.

www.ibew1357.org



Follow us @ibew1357

MEMORIUM / RETIREES

Our deepest sympathies and condolences for the families of the following SISTERS and BROTHERS who recently passed:

Thank you for the years of service, dedication and hard work. It's time to relax and enjoy life!

- ◆ Thyra Caswell
- ◆ Belinda Chan
- ◆ Ilona Crabbe
- ◆ Gene Hiraki
- ◆ Alvin Kumura
- ◆ Abraham Lum
- ◆ Jonathan Maligro
- ◆ Rodney Miyamoto
- ◆ Renette Yamane-Rodrigues
- ◆ Shalane Sambor
- ◆ Brian Sato
- ◆ Stanford Staunton
- ◆ Beverly Walendziak



~ Stay Connected Attend Your Local Union Meetings ~

Monthly Unit Membership Meeting Schedule

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, 5:00 PM	Kupau Hall, 330 Hookahi Street Wailuku, Maui
Unit 3 - Hilo	4th Friday, 5:00 PM	HELCO Union Hall, 535 Oceanview Drive Hilo, Hawaii
Unit 4 - Kauai	4th Tuesday, 5:00 PM	ILWU Hall, 4154 Hardy Street Lihue, Kauai
Unit 5 - Kona	3rd Tuesday, 6:00 PM	Old Kona Airport Pavilion
Unit 6 - Kamuela	3rd Wednesday, 5:00 PM	Thelma Parker Library Conference Room 67-1209 Mamalahoa Hwy Waimea, Hawaii 96743
Unit 7 - Molokai	3rd Tuesday of each month, 12 Noon	Location to be announced Kaunakakai, Molokai
Unit 8 - Windward, Oahu	3rd Thursday, 6:30 PM	Makule Club House, Keeahala Rd, across from the Kaneohe playground
Unit 9 - Leeward, Oahu	6:30PM August 14, 2017 Sept. 19, 2017 October 17 2017	Manana Community Park, Recreation Building, 1310 Waimano Home Road, Pearl City, Hawaii
Unit 10 - MTC	2nd Friday of each month, 6:00 PM	Mango Six Café at Dandan



Celebrate Union Pride

Show your Union pride by wearing your union apparel every Friday. Visit the local union office to get your shirts!

White & Gray T-Shirts:

- M-XL \$13.00
- 2XL \$15.00
- 3XL \$17.00
- 4XL \$20.00

Polo Shirts:

- M-XL \$38.00
- 2X \$41.00
- 3X \$44.00
- 4X \$48.00

OTHER UNION ACCESSORIES AVAILABLE:



- ◆ Lanyards
- ◆ Stickers
- ◆ Neon Green Short Sleeve
- ◆ Neon Green Long Sleeve
- ◆ Newly Designed Pin

BASEBALL CAPS:

ONE SIZE FITS ALL
 Available in three colors:
 Black, Tan, Navy: \$14.75