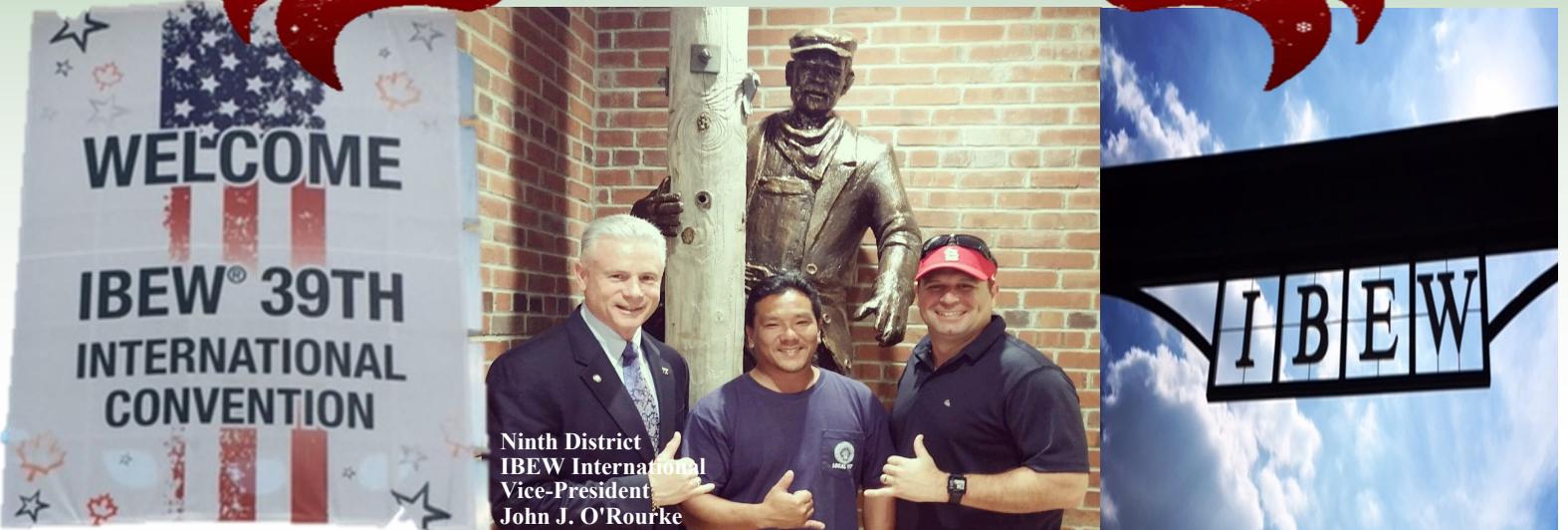
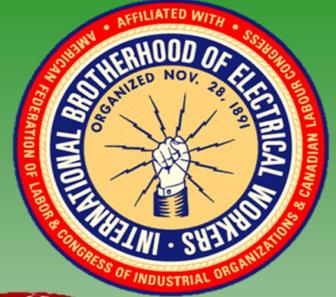


"United we stand, divided
we fall;
Union is Strength"

Kelepona Leo



Ninth District
IBEW International
Vice-President
John J. O'Rourke



IBEW International President
Lonnie R. Stephenson

IBEW INTERNATIONAL 39TH CONVENTION



Business Managers Message:

By: Troy Benevides
Business Manager-Financial Secretary

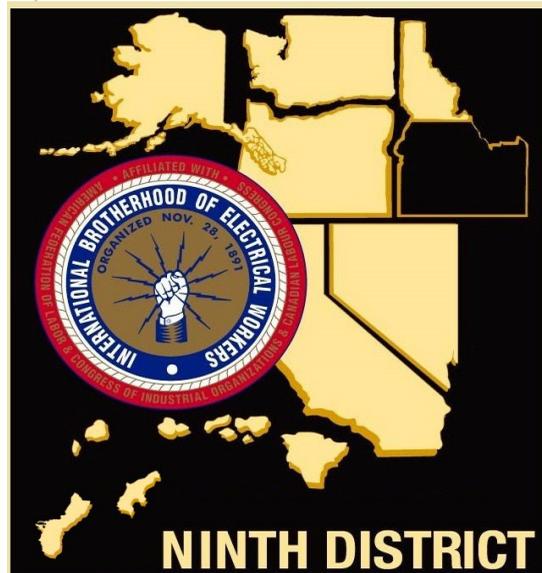
Aloha Sisters and Brothers,
For the past several months, I have been meeting with the Hawaiian Telcom Management team to discuss the various work issues that our members face. My team and I have been introducing ourselves and establishing relationships in an effort to move forward and help resolve many work related issues. I am confident that we are moving in the right direction and building a solid foundation for the future of our members.

Formal negotiations for a new contract is only a few months away. I can't emphasize the importance of submitting your 2017 negotiations survey that was published in April's edition of the Kelepona Leo; a copy is also available on our website. Sharing the issues that are most important to you, and what you will stand up and fight for, is a vital part of the process. It also helps the bargaining team in aligning common goals and bargaining strategies. Every member plays a crucial role in our contract negotiations. You can do so in any number of ways; staying involved, being knowledgeable on what's happening, seeking out information via unit meetings, shop stewards, and our website. Be a positive source of information in your work group. Wear your union logo items on Fridays or the color blue and show your pride and solidarity!

Over the past few months, union members, my staff, and I, have been actively involved in supporting various charitable organizations. The Aloha United Way, held its kickoff campaign by sign waving at Tamarind Park with a great turn out of supporters. The Maui county members have been diligently servicing their community by supporting various charitable events featured in this issue, as well as all the other outer island members.

Mahalo to everyone for their continued support and I encourage all members to stay engaged and informed by attending their monthly unit meeting. Please stop by the union office and get to know the team that is here for you!

In Unity



“Coming together is a beginning; keeping together is progress; working together is success”

~Henry Ford

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

Kameahailani Long
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



39th International Convention:

By: *Andie Kahakui*
Assistant Business Manager -Financial Secretary

First, I would like to thank the Local 1357 membership for giving me the opportunity to attend and actively participate in the deliberation and decisions made at the 39th IBEW International Convention held this past September 19-23, 2016 in Saint Louis, Missouri. The IBEW International Convention is held every 5 years and it is the single most important gathering of IBEW delegates across both nations (U.S. and Canada) as they will set the path and direction into the future for all our members and their families. Business Manager Troy Benevides, President Darren Sakai, and I, proudly attended each and every session with the sole purpose of providing our Local 1357 a voice and to ensure we insert ourselves into critical discussions affecting our working families back home in Hawaii. International Representative Harold Dias, Jr., Troy, Darren, and I along with delegates from our sister locals 1186 and 1260, made sure Hawaii was represented on every amendment, resolution, and law brought to the convention for discussion and vote. The delegation reviewed, discussed and voted on many issues including the Code of Excellence Program, RENEW/Next Gen Council, New Member Orientation, and the Support of Call Centers in U.S./Canada.

While in Saint Louis, we witnessed the opening of “The Henry Miller Museum,” which was an inspirational event during the trip. In 1890, Henry Miller was a lineman in St. Louis and he along with nine other linemen together, set out to organize electricians to unite and stand-up against low wages and unsafe working conditions. Electricians came together and elected Henry Miller as the President of their group and held their first convention in November 1891. They drafted a Constitution, Bylaws, and an emblem, in which the National Brotherhood of Electrical Workers was born. Local 1 and its members in St. Louis, purchased the boardinghouse where Henry Miller lived and transformed the modest home into a living monument to the founding of our Brotherhood. President Darren Sakai was chosen to write a message from Local 1357 which was then placed on the wall of the boardinghouse; sealed and dedicated to the entire IBEW membership. It was here that the journey began and there is still a lot more to do; there is no stopping now. The next International Convention will be held in the year 2021.

I thank you once again for the opportunity the membership has given me and encourage everyone to get involved and participate in the process. Please take the time to thank one another for a good day; be appreciative for what you have as others are not so fortunate, and give back to your community in any way possible.

~Andie

The delegates of the 39th IBEW International Convention approved several amendments to *Article IX* of the *IBEW Constitution*. Effective January 1, 2017, there will be an increase of two dollars (\$2.00) for “A” member contributions to the IBEW Pension Benefit Fund (PBF). There will be no change in the per capita that is paid to the General Fund, and therefore, the rate for all “BA” members shall remain the same. The following rates apply to the international office portion of all monthly dues payments for January 2017 and thereafter:

	<u>“A” Member</u>	<u>“BA” Member</u>	<u>“FP”-Fee Payer</u>
PER CAPITA:	\$18.00	\$18.00	\$18.00
PENSION FUND:	\$18.00	Not Applicable	Not Applicable
TOTALS:	\$36.00	\$18.00	\$18.00

For your reference and information, all of the rate changes that were approved at the 39th International Convention are summarized below:

Effective Date:	1/1/2017	1/1/2018	1/1/2019	1/1/2020
Per Capita:	\$18.00	\$19.00	\$19.00	\$20.00
Pension Fund:	\$18.00	\$18.00	\$19.00	\$19.00
TOTAL:	\$36.00	\$37.00	\$38.00	\$39.00



Aloha Brothers and Sisters,

I hope you all had a great summer! In August, our local union held a Leadership Conference on Oahu. I would like to thank Troy and his staff for organizing such a great event and hope you all enjoyed

it as much as I did. Many thanks to Scott Barber and his staff for their participation and hospitality. I would also like to thank our Board Members, Shop Stewards, Unit Chairs, Recorders, and to all who participated.

Negotiations are coming up in less than a year. If you have any issues pertaining to our contract, please fill out a survey form and send it into the union office. Please attend your unit meetings and encourage all our brothers and sisters to attend and be informed. We need to stand together in unity to fight for a fair contract. The Executive Board and myself, would like to wish you all a Happy Holiday Season.



Be safe, stay informed, in solidarity!

Darren Sakai
Executive Board President



Hafa Adai! June brought with it unit 10 visitation to Saipan. Business Manager Troy Benevides and I, went to conduct steward & unit officer training. I am happy to report that our members our doing well, and that training was a success. Ten months after typhoon Soudelor hit, recovery and restoration are still in progress until today. Many large trees are still down, some smaller communities still do not have water and or power 24 hours a day, homes and buildings are still in various stages of reconstruction, as is

their economy. Our members working for IT&E experience many common issues as our members in Hawaii with challenges surrounding communication between departments, work load, scheduling, and attendance issues. Great progress was made on outstanding issues and much of what was brought to light was resolved. In spite of all the challenges faced by the unit 10 members, they are still thriving. We are so proud of the officers who have stepped up and the increase in meeting attendance and involvement. The work they have done deserves acknowledgement.



In solidarity,
Lisa Parran 🌸🌀



THE IMPORTANCE OF THE SHOP STEWARD! Your union Shop Steward is not just another work colleague but rather someone who has an important role as a union representative. The steward is the one person in the union structure with whom the members are in contact with and looked upon as leaders in the department. Their views on such matters as politics, and community problems will influence people around them. A good steward practices dedication, and must constantly participate in a process of continuing education, and establishing great relationships. The steward who exercises wise leadership and takes a constructive attitude toward the daily problems of labor and management relations, makes a substantial contribution to morale, production, and the development of sound unionism. In an effort to educate the shop stewards in their role as leaders, our local union held its 2016 Leadership Conference. The two day session included guest speakers from the Hawaiian Telcom Management team, International Representative Harold Dias, Jr., and the very charismatic, Dr. Puette. The union leaders were provided with an informational training about the roles and responsibilities of each leadership position. The session ended with a motivating and exciting learning experience about the American Labor Movement and Unionism.



Today, like every day is a good time to remind all union members what we should be doing, how to be good members, how to support our union, what our future holds, and how you can shape our future....

As far as what the union does for our members and what our members can do for the union:

UNION...

- Does not only negotiate our contract, but enforces our CBA.
- Constantly protects its members from unfair discipline.
- Works to strengthen our membership.
- Continually working on better working conditions, training, safety, compensation, and benefits.



By: Jody Medeiros
Executive Board Vice President

And so much more....

MEMBERS...

- Union belongs to you and I, the first three letters in union. Therefore it's YOUR business!
- For a business to survive it needs all of its owners (members) to participate.
- The union administration and staff cannot do it alone, they need our support!
- Union strength is determined by how many members are truly involved!
- Involvement can be as little as staying informed and going to your unit monthly meeting, and bringing a new member or a member that hasn't come for a while.
- Wear your union shirt every Friday or become a committee member or officer for your unit, or even become a shop steward. Get involved in your units community service programs, etc.
- Be not only a good member, but a valuable employee, become an asset to the company not a liability!

And there is much more....

BE PREPARED.....

- Our contract will expire soon, as a member what should I do?
- Ask the union office and staff on how you can help.
- Attend your unit meetings and stayed informed.
- Be ready to fight and if necessary ready to strike.
- Manage your finances by saving for three months of no-work or more; the time to save is NOW.

And there will be more....

The above mentioned are not scare tactics, its REALITY! So my sisters and brothers, together we can overcome any challenge; separately we are doomed to fail. Let's become the union all other unions will envy and want to emulate!

"LEARN FROM YESTERDAY, LIVE FOR TODAY, HOPE FOR TOMORROW"

~Albert Einstein



"LIVING LOKAHI"

The Hawaiian word Lokahi means harmony and balance. Therefore, "living lokahi" can be viewed as a way of living by giving, caring for others, and being humble about life in general. As we all know, the cost of living in Hawaii can be tough at times. Even though we spend many years responsibly working to support our families and planning for the future, hardships can fall upon anyone at any given time. The local union continues to support many charitable organizations that provide assistance to the needy and to those who experience hardships. Recently, the National Association of Letter Carriers held their annual food drive to help fill the shelves of food banks across the nation. The local postmen collected non-perishable food items that were left near the mailboxes of many people who participated and delivered them to the Hawaii Food Bank. The program was a success and the call of duty for volunteers to help pack and sort out the abundance of items was needed. Leave it up to our union sisters and brothers who took action and showed up to partake in this great cause! Awareness and participation is key to events such as this, let's spread the word and look forward to making next year's drive an even bigger success!



L to R: Lexi, Dikki & Craig Pruse, June Jaramillo & Jody Medeiros, Jordon & Michelle Bosque, Craig Kawaguchi, Dendrick Kamalu and other IBEW local union members.

Local Union 1357 Staff: Troy, Tabitha, Kauli, Andie, and Rose



L to R: Teddy, Debbie (1260), Ryder, Ida, Larson, Shereen, Christian, Carla, Cody, Miki, Wendy, Ryan



A **BIG MAHALO** to unit two Maui county union members for their dedication to the community and the support of various charitable organizations. Recently, Maui County Executive Board members, Jody Medeiros, Craig Pruse, and other volunteers, took part in the American Cancer Society's annual Relay for Life; an event that impacts so many lives by bringing awareness to communities. The team also organized a beach cleanup at Kealia Coastal Boardwalk with a great turnout that even included members of the Maui Hawaiian Telcom management team. The day ended with a fellowship BBQ, filled with laughter, cheer, and the building of great relationships.

Unit two also organized the first kickball game for the enjoyment of their members and families. The turnout was great with over thirty members who participated in two games willingly, sustaining minor injuries, along with much fun and laughter! Once again, the day ended with a casual horse shoe tournament and an awesome cookout.

Local 1357 Members, Family and Friends!

Kimo Kai

White Shirts: Shane Wilhelm, Caig Pruse, Jody Medeiros, Roque Agpoon, Peter Stahl, Butch Simpson, Lisa Parran, and Jordon Bosque



"LIVING LOKAHI"



The Labor of Love project is an event that is sponsored and supported by the AFL-CIO unions and its mem-

bers. The project was created to strengthen and bring the community together to create a stronger Hawaii. The main focus of these events is to help communities and families in economic or personal crises. This year's project focused on gathering volunteers to help rebuild and renovate the various schools around the islands. It was fortunate for Wailuku Elementary School to be chosen as this year's award recipient, in which a turnout of over 200 volunteers, comprised of adults and students, who showed up to get to work. The school needed some new paint for classroom doors, railings, and cubbies. The installation of light defusing window shades, security screens on the computer room and other campus improvements were also done. An estimated \$45,316 in donations and in-kind gifts, along with an additional \$16,000 donated by another organization, brought the total value of the project to a little over \$62,000 for Wailuku Elementary School. On the following Monday morning after all renovations were completed, the school held a "Mahalo Assembly" thanking the supporters of this event for their contributions.

Three years ago, here on the island of Oahu, Waimanalo Elementary and Intermediate School was also fortunate to receive contributions as well. Over 100 volunteers from the Honolulu area, showed up at 6:00AM to perform various campus renovations. 18 unions helped raise more than \$18,000 in monetary and in-kind donations. The

following week after the completion of the project, the school held a "Thank you" assembly for the volunteers and was also presented with a check from the AFL-CIO President, for \$18,500. To show their appreciation, students held hand-made signs that said, "Hawaii Unions No Ka Oi," which translates to "Hawaii Unions-The Best."



SAFETY CORNER:

With the holiday season right around the corner, we need to remember that safety is even more important than ever. This is the time when there is a significant increase in traffic on the road, people shopping at the stores, and all the holiday hustle and bustle that occurs. People tend to get restless and impatient which can lead to unsafe practices.

This time of the year is also considered the rainy and flu season. With members on 4/10 shifts, we need to keep ourselves better rested to be more focused while on duty and to avoid catching the "bug". The rainy weather will definitely increase the work load and create hazardous working conditions, so practicing safe work habits is highly recommended.

Sisters and Brothers, remember to always apply critical thinking methods before acting upon any job request. Every job entails duties that can impose dangerous situations and cause serious injuries if someone is not paying close attention. When out on the field, guard yourselves from accidental situations and exercise safe practices such as the use of proper signage, fluorescent cones when obstructing traffic, hard hats, safety vests, goggles, steel-toed shoes, and harnesses when up in the bucket.

When leaving the base yards, be sure to have all of your personal protection equipment readily available for any given situation. When was the last time you reviewed your personal protection equipment inventory?



Pictured above, Brother Gordon Fuentes not only practices safe work habits, but also represents the company with a positive attitude and a genuine smile. He is geared up for safety and ready to tackle whatever it is that needs to be done! When asked about the importance of safety, Brother Fuentes replies, "The importance of safety is vital because if someone is not paying attention, it could lead to life threatening situations and we should be out there taking care of each other."

LIVE HEALTHY

Living healthy can also be considered as a safety practice; unhealthy living can lead to illnesses, disease, and pose risks on one's physical job duties. When someone is ill, it affects not only their quality of life, but impacts the company and other work colleagues as well. Loss in working hours and job completion can cause an interruption to deadlines and service to customers. Meeting physical health requirements is a vital part of safety as employees need to perform various duties such as, climbing up step ladders, bending, and standing for long periods at a time. Millions of workers across America suffer from work related-illnesses due to unsafe work practices. Exposure and the handling of chemicals and other substances is one of the leading cause of work related-illness. Everyone should understand and know how to work

safely without risk to health. Familiarize yourself with work hazards and risks, report unsafe working conditions, and receive all the training the

company provides in order to comply with common safe practices. Remember to practice safe work habits at all times and prevent risks to one's health; safety is the lock and you are the key!



WORK = HOME
SAFE = SAFE

2016 IBEW Local Union Scholarship Awards

The IBEW Local Union 1357 has established a scholarship fund to provide financial assistance for our active members and their children. Local Union 1357 has provided scholarships to over 137 members and their family members since 1983. We are pleased to announce this year's scholarship recipients:

Aaron Ramos, son of Brother Paul Ramos-has been awarded with a \$2,000.00 scholarship. He has been accepted for enrollment at Creighton University, majoring in Kinesiology and Exercise Science.

Connor Chung, daughter of Brother Cyrus Chung-has been awarded with a \$1,000.00 scholarship. She has been accepted for enrollment at Seattle University, majoring in Psychology and Criminal Justice.

Jourdin-Pierre Jones, son of Sister Lisa Parran-has been awarded with a \$1,000.00 scholarship. He has been accepted for enrollment at Northern Arizona University, majoring in Environmental Science.

Tiana Albarado, daughter of Brother Teddy Albarado-has been awarded with a \$500.00 scholarship. She has been accepted for enrollment at Kauai Community College, majoring in Nursing.

Tristan Aderinto, son of Brother Peter Aderinto-has been awarded with a \$500.00 scholarship. He has been accepted for enrollment at the University of Hawaii at Manoa, majoring in Electrical Engineering.

The IBEW Local Union 1357 Scholarship Program will be accepting applications for the next year during January 2017, until the end of March 2017.



**Preparing Leaders
Shaping Futures
Making a Difference**



Aloha Sisters and Brothers,

Thank you to all who voted in the general election via absentee ballot or early walk in. Although many of us may not have voted for the President-Elect, we need to understand that the election is over, and do our part as Americans and support our new leaders. We will not make America successful unless we are able to heal this fracture in our nation that this campaign has caused. Now is not the time to throw in the towel and just be along for the wild ride to come, but the time to stay informed, active, and do our duty as citizens and hold our elected leaders accountable. Recently in a brief speech, President Obama stated among many things, that he and former President George W. Bush also had major differences eight years ago, and were able to manage a successful transition. As he expects to do the same with Mr. Trump, President Obama reminded the country, like I am sincerely sharing with you today, *"we are all on the same team."* Let's keep our minds and hearts on the bigger picture and stay positive!

In Solidarity,

Troy Benevides
Business Manager-Financial Secretary

Elections



WHAT'S COOKING FOR THE HOLIDAYS



EASY MOCHIKO CHICKEN



- 1 4-5 lb. Bag of Chicken Wings
- 1 C. Aloha Shoyu
- 1 C. Sugar
- 1 C. Flour
- 1-2 C. Green Onions
- 2 Large Eggs

Combine all ingredients and mix well. Add chicken and soak for a minimum of 1 hour or overnight. Deep fry until golden brown.
(double the recipe if using more chicken)

MUSHROOM STUFFING



- 1 lb Fresh mushrooms, sliced
- 6 Tbs. Butter
- 1 C. White onion, diced
- 1 C. Celery, chopped
- 1 tsp. Poultry seasoning
- 1 tsp. salt
- 1/4 tsp. Ground black pepper
- 12 C. Dried bread crumbs
- 1 1/2 C. Chicken Broth
- 2 Eggs, beaten
- 2 C. Apples, peeled and diced
- 1/4 C. Parsley, chopped

DOUBLE LAYER PUMPKIN CHEESECAKE

- 2 8oz. Cream cheese, softened
- 1/2 C. White sugar
- 1/2 tsp. Vanilla extract
- 2 Eggs
- 1 9-Inch prepared graham cracker crust
- 1/2 C. Pumpkin Puree (Libby's Pumpkin Pie Filling)
- 1/2 tsp. Ground cinnamon
- 1 Pinch ground cloves
- 1 Pinch ground nutmeg
- 1/2 C. Frozen whipped topping, thawed (Cool Whip)



Preheat oven at 325 degrees. In a large bowl, combine cream cheese, sugar and vanilla. Beat until smooth. Blend in eggs one at a time. Remove 1 cup of batter and spread into bottom of crust; set aside. Add pumpkin, cinnamon, cloves and nutmeg to the remaining batter and stir gently until well blended. Carefully spread over the batter in the crust. Bake in preheated oven for 35 to 40 minutes, or until center is almost set. Allow to cool, then refrigerate for 3 hours or overnight. Cover with whipped topping before serving.

Butter one 9x13 inch casserole dish. Preheat oven to 375 degrees F. Rinse, pat dry, and quarter mushrooms. In a large skillet heat butter and add mushrooms, onion and celery; sauté 5 minutes and remove from heat. Stir in poultry seasoning, salt and pepper. In large mixing bowl, combine bread crumbs with broth and eggs, add mushroom mixture, apples and parsley; mix well. Turn into casserole dish. Cover and bake at 375 degrees F (190 degrees C) for about 45 minutes. Remove cover and bake 15 minutes longer to brown top.

Do you have a story to share or an idea for Kelepona Leo?
If you have a story, photo 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:

- ◆ Doramun Y.C. Ching
- ◆ Theodore Osako

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

- ◆ Kaili Asing
- ◆ Jonalee Ayers
- ◆ Spencer A. Bantilan
- ◆ Francisco Camacho
- ◆ Benedict Eleneki
- ◆ Mark Honma
- ◆ Stanley Kaawaloa
- ◆ Derek Kahale
- ◆ Jan M. Ormand
- ◆ Theodore S. Osako
- ◆ Scott Pang
- ◆ Sherrie Lynne Rapoza
- ◆ Albert Suguitan
- ◆ Glenn Takahashi
- ◆ Richard Torres
- ◆ Estrella M. Turner
- ◆ Alane K. Villamore



~ 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 Confer- ence 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 - Wind- ward, Oahu	3rd Thursday, 6:30 PM	Makule Club House, Keeahala Rd, across from the Kaneohe playground
Unit 9 - Leeward, Oahu	6:30PM December 20, 2016 January 17, 2017 (Third Tuesday of every month)	Manana Community Park, Recreation Building, 1310 Waimano Home Road, Pearl City, Hawaii
Unit 10 - MTC	3rd Wednesday of each month, 6:00 PM	Kilili Pavillion, Susupe



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