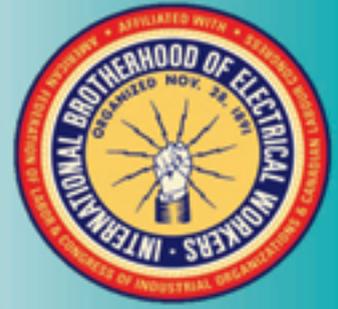


IBEW Local Union 1357 Kelepona Leo

JUNE 2018



IBEW LOCAL UNION 1357



Business Manager's Message:

*By: Troy Benevides
Business Manager-Financial Secretary*

Aloha Sisters and Brothers!

Back in May, the IBEW here in Hawaii suffered a tragic loss. One of our brothers from Local 1260 lost his life in a horrible accident on the job. It is unfortunate that an incident like this has to occur in order to remind everyone how important safety is on the job. We all have the right as employees to leave work exactly the way you came to work, with all your fingers and toes, and more importantly, your life. Safety is not an area that we should be taking shortcuts in but an area we need to pay close attention to. Whether you are in an office with tripping hazards or out in the field with adverse work conditions, taking your time to follow all safety protocols should be a priority. Remember that no job is so important that we cannot take the time to perform it safely.

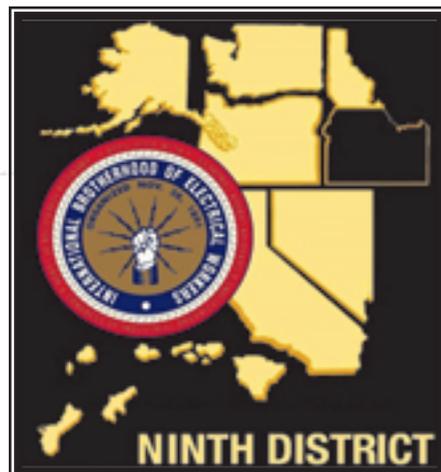
Safety doesn't only mean being safe from physical harm, it also refers to having a safe work environment. Harassment, bullying and intimidation are also ways that a workgroup could be labeled as unsafe. No one should have to succumb to these types of behaviors. We are quick to report questionable or hazardous work practices, equipment and areas, however we often fail to inform managers of the careless actions of others for fear of retaliation. There is no reason to have to work under those conditions and I encourage all of our members to report such unsafe behaviors immediately to supervisors, the IBEW office, or corporate security. If we don't stand up for what is right, those that are wrong will continue to act with prejudice. We as IBEW members should always stand together for what is right so we can make a difference.

In addition to work place safety, I cannot stress enough how important it is that you all stay vigilant at home as well. Your wellbeing and that of your family's, should always be your top priority. While we often remind you that being present and ready to work is critical, nothing is more serious than keeping a healthy mind and body. Be cognizant of your own physical and mental limits, as well as that of your brothers and sisters. Part of showing solidarity is looking out for each other, not just ourselves.

Memorial Day is the unofficial start of summer and we all look forward to the graduation parties, BBQ's, and other outdoor activities and family fun that it brings us. Please take the initiative to be safe while enjoying those parties and BBQ's with family and loved ones. Have a great summer!

In Solidarity,

A handwritten signature in black ink, appearing to read "Troy Benevides".



This Newsletter is published periodically for the direct benefit of our members.

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

James Pilgrim
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

Joaquina Dagondon
Saipan Executive Board Member

HAVE A QUESTION?



These are questions recently asked by our members either by phone or email:

Question: My Local Manager has asked me to help him “train” my new co-workers by showing them what I do and how I do it. Should I be paid a training differential?

Response: If you are taking on the activity of improving the work performance of your co-worker (s) and/or assisting them to attain the required skill or knowledge of their current job classification, then our answer is: Yes. HT has found itself in a difficult situation whereby management is under pressure to get new field employees trained and productive as quickly as possible with the least amount of disruption to the business. Article 19.6 in the CBA provides a \$1.00 differential per hour to employees who are assigned to conduct training. Be aware, however, that certain departments in the Company do not believe you are entitled to a training differential in this scenario, and so the decision to train or not to train rests with you. You have the right to say “NO”. You do NOT need to help, conduct, prepare, or assist in any way towards the training of another individual; that responsibility falls completely on management as they are accountable for the progress of their employees. The company does have the latitude, however, to allow another employee to shadow you, take notes, review process and procedures, but they cannot force you to give explanations, answer questions, or share your knowledge with other employees. OJT or one-the-job training, is a common practice here at HT; we encourage new employees to learn from their fellow sisters/brothers, but we bargained the training differential to assist the company in this instance. Please contact the Union office if you are being asked to train other employees; we can help get you some clarification.

Question: Can the Company take away my Flex time?

Response: Unfortunately, yes. The intent of the Flexible Time MOA (p.88 CBA) is to allow employees some flexibility in their start/end time of their shift due to unforeseen emergencies. If you miss the bus coming to work and you’re running late this can be considered an emergency. If you miss the bus several times every month, management may not consider this to be an emergency the next time. Waking up late, unable to find parking, elevator full, etc., is not considered an emergency in most instances. What we don’t want, is employees using this benefit as a convenience; this benefit is there when you need it and should be used in emergency situations only. If the company finds that an employee is abusing Flextime, meaning, giving false reasons or exceeding the maximum allotment for several months, management can revoke your participation for 3 months.

Question: I am scheduled to undergo surgery (not work related) within the next 2 months, is this covered by Sickness Disability? What is the difference between sick leave and FML? What do I need to do?

Response: You should consult your treating physician as soon as you can and get a schedule from him/her of dates that you will be unable to perform the functions of your job. Employees need to provide the Company at least 30 days advance notice of their intent to take leave when it is foreseeable. There may be a “pre-op” appointment, a consultation appointment, “post-op” appointment, etc., that you will need to attend as well as the time out for the surgery and recovery period. You need to provide those dates to your Supervisor AND Ryan Lau in HR Benefits, in order to begin the process of providing you support, and follow-up on your benefits. You will most likely receive an FML packet in the mail which your treating physician should complete, stating your condition, treatment, and duration. As long as you have available sick leave hours and your treating physician has submitted proper documentation of time under his/her care, you will receive Sickness Disability benefits or Pay in accordance with Article 27.

Sick leave or Sickness Disability essentially means receiving your “Pay” by HT while out sick. If you are out sick 5 work days or less and you notify your Supervisor in a timely manner, there is no doctor’s note needed; you will receive benefits or Pay. Any time you are out sick for more than 5 work days, you’re required to provide a doctor’s note that covers ALL the dates that you have been out. Failure to provide a doctor’s note after 5 work days, will result in you not receiving any pay. A record of absence hours and the amount of times an employee calls out sick, is kept and may subject employees to the company’s 2% attendance policy.

FMLA or Family Medical Leave Act is a law that provides protection to employees from employers, such as HT from taking adverse action on covered absences. Basically it provides employees some protection from the company’s 2% attendance policy. FMLA does not provide any pay. The FML process is regulated meaning there are certain rules that both the employee and the employer need to follow and comply.

Disclaimer: The information contained herein is of a general nature and is not intended to address all situations or circumstances of any particular individual. Please contact the union office at (808)941-7761 for clarification on these policies.



IBEW LOCAL UNION 1357

President's Message:

By: Darren Sakai
Executive Board President



Aloha Brothers and Sisters,

The new year is here and the start of our new contract. Now we can be at ease knowing that we can enjoy what we had in our last contract with some gains. Our new CBA books should be out in a few months, so in the mean time, if you have any questions or concerns just reach out to your shop stewards or any of your local union officers.

Negotiations was an eye opener for myself. It was a long and grueling process, with a lot of history behind the articles and agreements that we needed to process and understand. The decisions that we made needed to be beneficial to all our brothers and sisters, and that's what we fought for. I really got to see a different side of not only our union, but also the company. I believe that our views are somewhat similar. We want the company to be successful while protecting the employees and their future. I'm hopeful that we all can work together to resolve issues and to build a better and safer working environment for everyone.

Just a reminder, if you haven't downloaded our LocalHub app yet, please reach out to your shop stewards or any of your local union officers so that you can get it set up. This is a great tool to keep you informed on what's going on in our local union. Please be informed and get involved by attending your monthly unit membership meetings and by wearing union logo apparel on Friday's. Be safe and enjoy your time with family and friends.

In Solidarity-Darren Sakai

Vice-President's Message:

By: Jody Medeiros
Executive Board Vice-President



Our Brothers Keeper:

With Cincinnati Bells take over almost complete, the changing of senior management, unfilled first line supervisor positions open are leaving our members with little or no guidance and or direction. Slow to no backfilling of hourly positions has left our members with high stress and low morale. Discipline, reprimands, and suspensions are becoming the norm for the already stressed employees. The lack of fixing the many safety issues and taking Union Sisters and Brothers input to heart. Mandatory overtime, trouble tickets at an all-time high with no end in sight. This is a perfect storm..

What can you do? For starters, be on time to work ready to work, give an honest day's work, be where you are supposed to be, be safe, take care of your tools/equipment assigned to you, and do your best on every job. Any issues with work, lack of material, equipment, training, etc. notify your supervisor as soon as possible along with your shop steward.

Notifying your shop steward is a good practice, as he or she can keep track of problems that are constantly reoccurring and report to the Union office. Hopefully through the steward most issues can be resolved. If not, your steward should escalate the issue to the chief steward. The chief steward will either try help resolve the issue or will notify Union office. This is the process our union members should follow.

With all this frustration, stress, the lack of leadership and coaching, YOU as a union member should not be turning in other members to management, unless he/she is a danger to themselves or other members. Any and all other issues should be addressed to your steward, chief steward, Union office.

With all what is going on in the company, we don't need or want members fighting with each other. As union members, we must support each other, work together to make the company successful.

As for our Local 1357....We are not perfect but our core principles, our strength, our belief that we can do better, cannot be denied and should be a goal for all of our membership.

For the good of all, In Solidarity-Jody Medeiros

Treasurer's Message:

By: Neal Katto
Executive Board Treasurer



Aloha Sisters and Brothers,

I would first like to send my thoughts and prayers to those who were affected by the recent floods on Oahu, Kauai and the continuing volcanic activities on Hawaii Island.

We have a new CBA and getting it wasn't easy. Negotiations started by setting ground rules for each side. We then exchanged proposals. I knew that the company would want to take away some of the benefits that our members have, but I didn't expect them to want to take away everything. That was a slap in the face. This wasn't going to be easy. Because of our research and preparation, we were ready to do our best to not let the company have their way. This was my first experience being part of the bargaining "TEAM". I would do my best to get what is best for our members. That said I also realized that we would not be able to satisfy everyone. I did learn something that I would like to share with all of you. What you choose to do each and every day that you come to work affects our Union's ability to resolve issues with the company. If you choose to abuse or over use your sick benefits, you make it hard to try and get more or better benefits. We need you to show up to work, fit for duty, and give an honest 8 for 8. Be where you're supposed to be. Do what you're supposed to do. Most important is to do it safely. Use your PPE (Personal Protection Equipment), would you allow your children who play sports to enter a game without their protective equipment? I ask all of you to attend your Unit membership meetings. This is a way for you to meet other members, stay informed, and have a voice in your Union. Wear IBEW Local 1357 apparel every Friday to show union pride and solidarity. Help each other so we all can be better. Watch out for each other so we can all be safer.

In Solidarity-Neal Katto

IBEW LOCAL UNION 1357

Maui Executive Board Member's Message:

By: Craig Pruse
Maui Executive Board Member
Maui Chief Shop Steward



Aloha Sisters and Brothers,
I'd like to share my experience during our 2017 negotiations, as it was one of the longest battles ever, and ended in a fare contract for us all.

While going into negotiations, all I could remember was what our former chief shop steward, Joseph Medeiros shared with me. He said, "Go into negotiations with an open mind, always put the membership and their families in the forefront, you'll never go wrong".

The decision to sacrifice the time away from my family for the greater cause was the right choice, cause ultimately it would affect my family directly on the contract we would gain for the future. To sit across the table of our company and see what they truly thought of our membership on the initial offer, was disheartening to say the least. It was hard to swallow, but our leader's Troy, Andie, and Lisa explained to us that this is the way negotiations are proceeded. We need to stay focused on our task and use the anger burning inside as fuel to power us through this battle. That we did! Our team that Troy and Darren put together was diverse and worked well with each other. At times we had our differences that brought out some passionate discussions and we were all given the time to voice our opinion.

This journey is something I wish every member could experience. Sitting at the table and seeing how everything unfolds and plays out is eye opening. Going through negotiations, has given me a better understanding and appreciation of how important a UNION is for our future. I ask that you get involved with "OUR" Union and support our leadership, for the road ahead will be tough, but if we stand together as one, we shall rise above the rest!

In Solidarity-Craig A. Pruse

SAFETY CORNER-SAFE DRIVING PRACTICES FOR EMPLOYEES: According to a recent article published by OSHA, someone dies in a motor vehicle crash every 12 minutes, an injury occurs every 10 seconds, and every 5 seconds a crash occurs. Most of the incidents occur during the commute to and from work, or during the work day. Motor vehicle crashes are the leading cause of death and injury for all ages and have caused extensive financial and psychological effects on all parties involved.



Employers need to implement a driver safety program to save lives and reduce the risk of life altering injuries within the workforce. Protecting the organizations human and financial resources, as well as, guarding against potential company and personal liabilities associated with crashes, are contributing factors to good business sense and care for their employees.

YOU are your employer's most valuable asset and the way you drive represents both yourself and the company. Make a positive statement by practicing safe driving practices. Stay safe, stay focused, and avoid aggressive driving!

For more information on safe driving practices for employees, refer to OSHA at www.osha.gov.

HIP, HIP, HOORAY, TO A NEW CBA!

As you all know, On December 29, 2017, a new contract had been ratified! The new Collective Bargaining Agreement (CBA) is currently being printed and should be available to all members soon. For a glance at the CBA, visit the company website or the Local Hub app.



"LIVING LOKAHI"

NALC-National Association of Letter Carriers food drive was held on Saturday, May 12, 2018. This event marks the nations largest single-day food drive to help feed needy families during the summer months. The week prior to the drive, letter carriers placed blue collection bags that were sponsored by reputable organizations within the state of Hawaii, in mailboxes statewide. Last year in 2017, the drive brought in over 412,046 pounds of food throughout Hawaii. By coming together in unity with other unions and organization representatives, the event to "stamp out hunger" was a huge success. Pictured below, IBEW Local Union 1357 Sisters and Brothers proudly represented our local union!



AFL-CIO Labor of Love 2018: "A Give Back Project." The AFL-CIO's Labor Community Services Program works through partnerships to unite organizations, working people, and resources to build a healthier community. It promotes volunteerism and a sense of responsibility through community projects. This year's Labor of Love Community Services project was held on January 20, 2018. Waianae Elementary School was chosen for the much needed campus restoration. Over 400 volunteers showed up for a half work day of campus improvement and beautification. Most of the work consisted of painting, and skilled labor were carried out by members of various trade unions on the island of Oahu. When the students return, they will be up lifted by the freshly painted campus, the creation of usable space, replacement of broken wall and ceiling fans, and the installation of AC units in the lunch room. Overall, the project was a huge success with a total contribution value of over \$72K which includes funding for the student merit program that provides rewards to students in forms of school supplies and uniforms. Mahalo to all the organizers and volunteers for letting the students of Waianae Elementary School know that people care about their success.



IBEW LOCAL UNION 1357

2018 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 the 2018 awarded scholarship recipients:

Tiara Balocan, daughter of Brother Alfred Balocan has been awarded with a \$2,000.00 scholarship. She has been accepted for enrollment at Pensacola Christian College in Pensacola, Florida, majoring in Nursing.

Aston Ramos, son of Brother Paul Ramos has been awarded with a \$1,500.00 scholarship. He has been accepted for enrollment at University of Hawaii at Hilo, majoring in Environmental Science.

Sister Antonette Esco Cabrera, of Unit 10 has been awarded with a \$500.00 scholarship. She has been accepted for enrollment at Auguste Escoffier School of Culinary Arts in Boulder, Colorado, majoring in Culinary Arts.

Johnna Marsh, daughter of Brother Sean Marsh has been awarded with a \$500.00 scholarship. She has been accepted for enrollment at Hawaii Community College, majoring in Forestry.

Reece Nagaoka, son of Brother Eric Nagaoka has been awarded with a \$500.00 scholarship. He has been accepted for enrollment at University of Hawaii at Manoa, majoring in Civil Engineering.

The IBEW Local Union 1357 Scholarship Program will be accepting applications for the next year during January 2019, until the end of March 2019.



IBEW LOCAL UNION 1357 MEMBERS



IBEW LOCAL UNION 1357

ATTENTION MILITARY MEMBERS

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

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

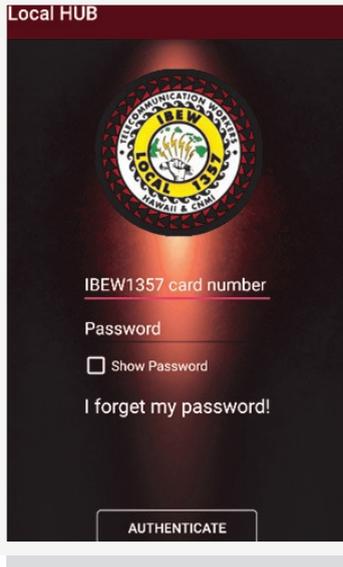
Following are some prerequisites for Military Service Card:

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

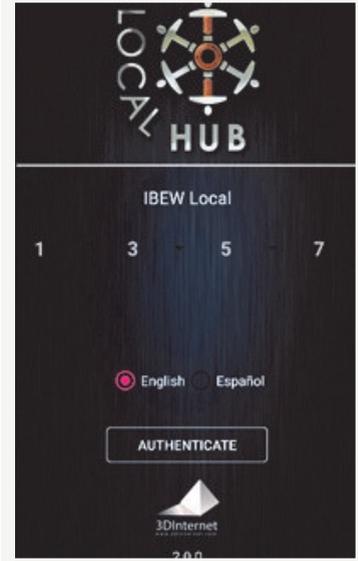
Article XII, Section 10, of the IBEW Constitution reads, in part, "Any member holding good standing immediately prior to the first of the month in which the member enters the military service for the first time or is recalled to such military service, under the laws of the United States or Canada, shall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



STAY INFORMED DOWNLOAD IT



Follow us on Instagram @ ibew1357



- 1) Go to Apple App/Google Play Store and download “LOCAL HUB”
- 2) After downloaded and installed, launch app and enter in our local number 1357 and AUTHENTICATE
- 3) Log in with your MEMBER NUMBER and initial PASSWORD is your last name in lower case.

The delegates of the 39th IBEW International Convention approved several amendments to *Article IX* of the *IBEW Constitution*. Effective January 1, 2019, there will be an increase of one dollar (\$1.00) for “A” member contributions to the IBEW Pension Benefit Fund (PBF) contribution. 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 2019:

	<u>“A” Member</u>	<u>“BA” Member</u>	<u>“FP”-Fee Payer</u>
PER CAPITA:	\$19.00	\$19.00	\$19.00
PENSION FUND:	\$19.00	Not Applicable	Not Applicable
TOTALS:	\$38.00	\$19.00	\$19.00

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

WHAT'S COOKING

Artichoke Bruschetta

What you need:

- 1 (6.5 ounce) jar marinated artichoke hearts
- 1/2 cup grated Romano cheese
- 1/3 cup finely chopped red onion
- 5 T. mayonnaise
- 1 French baguette, cut into 1/3 inch thick slices

What to do:

Preheat broiler.

In a medium bowl, mix marinated artichoke hearts, Romano cheese, red onions, and mayonnaise. Top French baguette slices with equal amounts of the artichoke heart mixture. Arrange slices in a single layer on a large baking sheet. Broil in preheated oven 2 minutes, or until toppings are bubbly and lightly browned.



Fried Adobo Chicken Wings

What you need:

Marinade:

- 3 pounds of chicken wings
- 1 cup cider vinegar
- 1/2 cup Aloha shoyu
- 2 cloves garlic, minced
- 1 tsp ground peppercorns
- 2 bay leaves

Dredge:

- 1/2 cup flour
- 1/2 cup cornstarch
- 1 teaspoon salt
- 1 teaspoon garlic salt
- 1 teaspoon black pepper
- 3 eggs, lightly beaten
- Oil for deep frying

Cooking Process:

Soak chicken in adobo marinade for 30-60 minutes. Add chicken and marinade to a pot and bring to boil, then simmer for 20 minutes. Remove chicken from pot and set on rack to allow excess liquid to drain and allow chicken to sit for 20 minutes in the refrigerator before frying. Heat oil to 350 degrees in a shallow frying pan or pot. Beat egg in bowl. Add dry ingredients in a different bowl. Dredge chicken in flour, then egg, then flour again. Fry chicken in hot oil for 15 minutes or until golden brown.



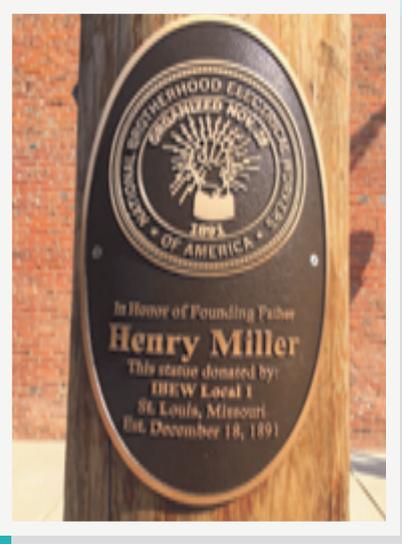
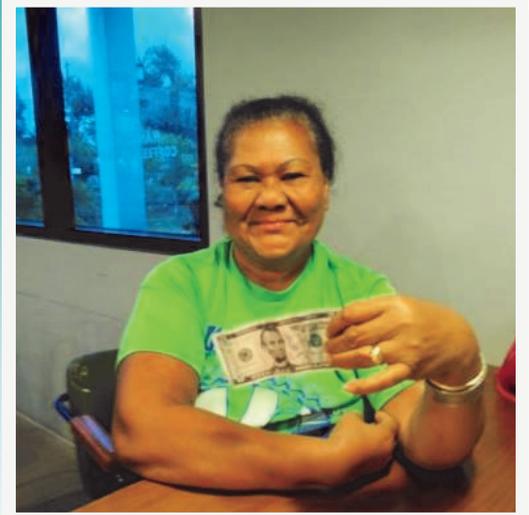
Do you have a story to share or an idea for Kelepona Leo?

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.

IBEW LOCAL UNION 1357



IBEW LOCAL UNION 1357

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
Kaui Poaha	Extension:	0118
Tabitha Field	Extension:	0119

www.ibew1357.org

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MEMORIUM / RETIREES

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

- ◆ Kenneth R. Parque
- ◆ Elizabeth D.S. Saralu
- ◆ George M. Waialeale (Former BM/FS)

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

- ◆ Clement K. Bargamento
- ◆ Kevin H. Gomes
- ◆ Glen Y. Kawamoto
- ◆ Thomas C. Monson
- ◆ Roger L. Salinas



 A copy of this newsletter is also available on the IBEW1357 website and the Local Hub APP. To opt out from receiving a physical copy, notify the office. 

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 Honolulu, Hawaii
Unit 2 - Maui	3rd Wednesday, 5:00 PM	Carpenters Union Hall (Kupau) 330 Hookahi Street Wailuku, Maui
Unit 3 - Hilo	4th Thursday, 5:00 PM	HELCO Union Hall, 535 Ocean view 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	6/18/2018 7/16/2018, 6:30 PM	Manana Community Park, Recreation Building, 1310 Waimano Home Road, Pearl City, Hawaii
Unit 10 - MTC	3rd Wednesday of each month, 6:00 PM	Naked Fish Bar & Grill Susupe, Saipan

Stay Connected Attend Your Local Union Monthly Meeting



Celebrate Union Pride

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

New Logo T-Shirts:

M-XL \$20.00
 2XL-3XL \$22.00
 4XL \$25.00

New Polo & Shirts:

M-XL \$40.00
 2XL-3XL \$45.00

OTHER UNION ACCESSORIES AVAILABLE:

- ◆ Neon Green Short Sleeve \$12.50
- ◆ Neon Green Long Sleeve \$16.00
- ◆ Newly Designed Pin \$ 2.52



**BASEBALL CAPS:
 ONE SIZE FITS ALL
 \$14.75**