

BUSINESS MANAGER'S REPORT

October 2, 2009



1. As we reported last month on the Hawaiian Telcom Bankruptcy, Judge King's directive was to compel the Secured Lenders, the Debtors and the Unsecured Lenders, together, to reach an equitable solution. Because of this directive, the confirmation hearing has been pushed out from October 7 to November 9th.

In the toughest of economic times, on a national level, insurance agencies, financial institutions, the airline and auto industries, are all cutting back on benefits and laying off workers by the thousands. Locally, companies like Maui Pine, Nike, Aloha Airlines, Molokai' Ranch, all having fiscal problems, are either closing shop, facing cutbacks and/or facing layoffs. While teachers voted to roll back approximately 8% of their salaries, and other Unions (UPW and HGEA) are negotiating for cuts, as well, your Union has fought hard to protect the health and welfare of our members and our families:

- A General Wage Increase of 2.0% in December of '08.
- TPA payout (4% in June of '09)
- Job Security
- Pension still there
- Medical (no changes)
- Ensuring as part of the reorganization plan that the Collective Bargaining Agreement will be honored and that they will fund the Pension Plan under the Federal guidelines.
- Fighting for dignity in the workplace
- A voice in the workplace.

This did not happen by accident. As your Union continues to work at protecting and positioning our membership, we ask that our members continue to be responsible, as well, and strengthen our Union by:

- Helping your fellow Brothers and Sisters whenever you can, both at work and away from work.
- Seeking out more training and education to better understand the Union and to also better position yourself for the industry that you work in.
- Getting involved in your Local Union's political activities.
- Helping us seek out families and friends who are looking for Union representation. Help us to organize the unorganized and to grow our Union.
- Let's continue to take pride in our work and remind our Elected officials, Lodge members, Church members, Friends and Families that IBEW Local Union 1357 has the best workers "Bar None" in the world.

2. I would like to send special thanks to Golf Tournament Co-Chair Kimi Koge and Thomas Grogan, Committee member Thomas McKeague, and all the volunteers that helped put together an excellent fundraising/golf outing this past Labor Day weekend. We could not have done it without you. Working with the Hawaiian Telcom management team, we were able to raise \$15,300.00 for the Hawaii Foodbank. And at a time when Public Workers are facing tremendous hardships and businesses are closing throughout the state, the Committee's vision to support the Foodbank could not have come at a better time. Our members have truly been blessed, and we thank you for helping those who are less fortunate.

3. We would like to remind our members that, if for any reason you find yourself in an uncomfortable discussion with management, and particularly if you feel the discussion may lead to discipline, you should stop the meeting immediately and ask for Union representation. The exercising of our members' Weingarten Rights is an essential tool to ensuring that our members are properly represented. For more information, please see the above bullet titled Weingarten Rights.

4. Finally, it is with tremendous sadness that we bid a fond farewell to our Sister, Julia Kaupu, who will be leaving the Union staff on October 9th. Julie was elected Recording Secretary in 2007 and had just begun her service on the Executive Board when I asked her to return to the staff to help with negotiations and training of new staff members. Knowing the difficulties we were having, she graciously agreed. Julie was a tremendous resource in dealing with the changes in the Ruley administration back in '08, and has been essential in helping to manage the Bankruptcy issues we are currently experiencing. She has held numerous offices and positions within the Union, and it is her unwavering commitment to serve the membership that our Local Union will truly miss. We send Julie off with our love and aloha, and we wish her Godspeed in all she does.